Navy Personnel Research and Development Center

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Officer Career Development: Longitudinal Sample--Fiscal Years 1986-1987



Regina L. Burch Reginald A. Bruce Gerald L. Russell

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Reviewed by Robert F. Morrison

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completed a survey in FY86-FY a questionnaire in FY82 ($N = 9$,	'87 (N = 12,319), a 109) and in FY86	and (2) a longit. -FY87 (N = 5,6)	udinal database that in 33). The documentation	base that includes data for all individuals who includes data for all individuals who completed on for the longitudinal database is provided in provides the data layout for all items included
Those that wish to access the database for the conduct of trend				r combine it with other databases, enlarge the al aid.
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FOREWORD

This effort was conducted within program element 0602233N (Mission Support Technology), project RM33M20 (Manpower and Personnel Technology), task RM33M20.01 (Career and Occupational Design). The purpose of the work unit was to develop explanatory models of unrestricted line (URL) officer career decisions that could be used to assess the impact of present and proposed URL career policy and practices upon those decisions and the officers' career activities.

This report was completed under the sponsorship of the Office of Chief of Naval Research (ONT-222). This report presents a blueprint of the FY86-87 longitudinal database of URL officer career decision issues. The structure of the data dictionary was based on a similar effort conducted as part of the Officer Assignment Decisions Support System (ODASS) project, a 6.3 research effort funded by the United States Marine Corps. The dictionary was developed in PC/FOCUS, a microcomputer-based database management system.

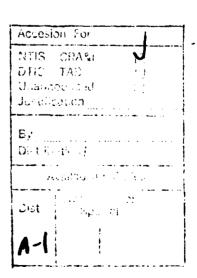
This document serves as a dictionary for the 1986-1987 longitudinal data from 5,633 officers who responded to both one of three questionnaires administered in FY82 and to one of the eight questionnaires administered in 1986-1987 as part of the Officer Personnel Distribution and Career Development project. The sample represents aviation, general unrestricted line, and surface warfare officers commissioned between 1961 and 1980. Each bit of data is described in detail, including its column location in the data file.

Those that wish to access the database to conduct additional analyses, link it to or combine it with other databases, enlarge the database for the conduct of trend analyses, etc., will find this data dictionary an essential aid.

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JULES I. BORACK Director, Personnel Systems Department





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INTRODUCTION

In 1981, an extensive research project was initiated to investigate the career development and decision-making processes of three communities of naval officers. This research was designed to provide information to policy makers and career managers so that the Navy could: (1) better manage the careers of its officers, (2) fill billets with skilled individuals at all grade levels, and (3) improve performance and increase retention (Wilcove & Wilson, 1991).¹

Officer career questionnaires were sent to a sub-sample (N = 20,999) of the larger population (N = 23,769). These officers represented three major unrestricted line (URL) officer communities; surface warfare (SWO), air warfare (AWO), and general unrestricted line (GenURL). Data were collected at two points in time, 1981-1982 (Time1 (T1)) and 1986-1987 (Time2 (T2)). Approximately 4,200 officers that responded were in the same URL community at T2 as at T1. Over 1,400 individuals had either changed designators, resigned, or retired by the T2 administration. The T1 sample represented officers who had from 1 to 20 years of commissioned service and held grades ranging from ensign to commander. The T2 sample represented officers who had from 1 to 24 years of commissioned service and held grades from ensign to captain.

At T1, community questionnaires were distributed to the three URL communities discussed previously. At T2, the T1 respondents were sent either a community questionnaire if they had remained in their original URL community or, for those who were no longer in their original community, one of the following questionnaires:

- 1. The Designator Change Questionnaire was sent to individuals who had changed designator (for example, switched from the SWO community to a restricted line community such as engineering duty officer).
- 2. The Retirement Questionnaire was sent to individuals who had retired from the Navy since completion of the T1 questionnaire.
- 3. The Warfare Officer Resignation Questionnaire was sent to SWOs and AWOs who had resigned from the Navy and were currently in the Reserve Corps.
- 4. The General URL Resignation Questionnaire was sent to GenURL officers who had resigned from the Navy.

Two additional groups also received questionnaires at T2. Those officers in the above URL communities who had been commissioned between 1981 and 1985 received a community questionnaire, and an Aviation Transition Questionnaire was distributed to AWOs who were not included in the previous samples. The latter individuals were facing or had just completed a career transition, such as promotion to lieutenant commander.

As a result of this study, two databases were constructed: (1) a longitudinal database that includes data for all individuals who completed a questionnaire at T1 (N = 9.109) and at T2 (N = 9.109)

¹Wilcove, G. L., & Wilson, W. C. (1991). Officer career development: Measures and samples in the 1981-1989 research programs (NPRDC-TN-91-8). San Diego: Navy Personnel Research and Development Center.

5,633), and (2) a cross-sectional database that includes data for all individuals who completed a survey at T2 (N = 12,319). Note, the data from the 5,633 T2 respondents contained on the longitudinal database are also contained on the cross-sectional database.

The longitudinal database, represented in Figure 1 is so extensive that its documentation is provided in two separate volumes. This volume is the second of the two and provides the data layout for all items included in the T2 surveys. The T2 questionnaires are listed above the double line in the third column. The number of individuals associated with each combination of T1-T2 administrations is found in the right-hand column. For example, 193 officers completed a Surface Career Questionnaire at T1 and completed a Warfare Resignation Questionnaire at T2. The values provided along the top of the box in Figure 1 represent the columns in which the variables are stored in the database. T2 survey data are contained in columns 2,020 through 3,709.

		EV 22 0ME		FY 86/87 OMF/Attrition
1	FY 82 Survey	FY 82 OMF Data	FY 86/87 Survey	Data 9 3710 4317
3213	A (Aviation Career Questionnaire) N=3213		(1) Aviation Questionnaire (2) Warfare Resignation (3) Designator Change (4) Retirement Questionnaire	N-2520 N-235 N-111 N-347
3214	B (Surface Career Questionnaire) N=1862		(1) Surface Questionnaire (2) Warfare Resignation (3) Designator Change (4) Retirement Questionnaire	N-1226 N-193 N-139 N-304
\$078 \$633	C (General URL Career Questionnaire) N+558		(1) General URL Questionnaire (2) General URL Resignation (3) Designator Change (4) Retirement Questionnaire	N-SOB N-25 N-2 N-23
7471	A (Aviation)			N-1838
7472	B (Surface)			N-998
8468	C (General URL)			N-642

Figure 1. FY82 (T1)-FY86-FY87 (T2) longitudinal database.

The database also contains T2 data on selected variables from the Officer Master File (OMF) (a computerized personnel record of current Navy officers) and the Officer Attrition File (Attrition) (a computerized personnel file of all attrited officers). OMF data are provided for T1 and T2 respondents who were in the Navy at T2. This also included T1 respondents that did not respond at T2 but were still in the Navy. Attrition data are provided for T1 and T2 respondents who had

already retired or resigned from the Navy after completing a T1 questionnaire. This also includes T1 respondents that did not respond at T2 but had retired or resigned from the Navy. T2 OMF/ Attrition data are contained in columns 3,710 through 4,317 of the database.

The T2 survey and OMF/Attrition data are described in detail throughout the following appendices. Note: All data elements included in the database are of a fixed format. Refer to the first volume of this two volume series for information regarding the data layout for the T1 survey and OMF data.

Those that wish to access the database to conduct additional analyses, link it to or combine it with other databases, enlarge the database for the conduct of trend analyses, etc., will find this data dictionary an essential aid.

More detailed information regarding the method, sampling strategies, and procedures involved in this study can be found in Wilcove and Wilson (1991).

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APPENDIX A IDENTIFICATION

ENTRY NAME: LONGITUDINAL SAMPLE GROUP ID

SECTION ITEM NO.: 001 SECTION: Identification

DEFINITION:

A two-digit code indicating which 1982 (Time1) and which 1986 (Time2) questionnaire an officer responded to.

ITEM(S):

1982	1986/87		ID
AWO	AWO		1
SWO	SWO		2
GURL	GURL		3
AWO	WOR		4
SWO	WOR		5
GURL	GOR		6
ANO	DESIG		7
SWO	DESIG		8
GURL	DESIG		9
AWO	RET		10
SWO	RET		11
GURL	RET		12
Timel non-respon	dents at Time2	matched	
against OMF At			13
Timel non-respon		matched	
against OMF Hi	story tape		14

RESPONSE SCALE:

ITEM	AWO	SWO	GURL						COLUMN
Repeat	-	-	-	_	-	-	_	-	1998-1999
								!	
								!	
								!	
								i 	I
								i	
								!	

NOTES:

For ID numbers 13 & 14, Timel non-respondents at Time2 were matched against either the OMF Attrition or OMF History tapes to obtain the most current personnel records the Navy had (as of October 1986).

ENTRY NAME: QUEST2

SECTION: Identification SECTION ITEM NO.: 002

DEFINITION:

A one letter code indicating which questionnaire officer took in 1986/1987.

ITEM(S):

A=Aviation Officer Career Questionnaire (AWO)
B=Surface Warfare Officer Career Questionnaire (SWO)
C=General URL Officer Career Questionnaire (GURL)
D=Warfare Officer Resignation Questionnaire (WOR)
E=General URL Officer Resignation Questionnaire (GOR)
F=Aviation Careers In Transition (TRAN)
G=Designator Change Questionnaire (DESIG)
H=Retirement From Navy Life (RET)

ITEM	AWO	SWO	GURL						,	COLUMN LOCATION
Quest2	_	_	_	_	_	-	_	_	1	2000

MOTES:

ENTRY NAME: TIME2

SECTION: Identification SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating that officer has taken a 1986/1987 questionnaire.

ITEM(S):

Every officer who has taken a 1986 (Time2) questionnaire has a value of "2" on this variable.

ITEM	AWO	SWO	GURL						COLUMN LOCATION
Time2	_	_	_	_	_	_	_	_	1 2001
									1
									i
									1

APPENDIX B
BACKGROUND

ENTRY NAME: CURRENT DESIGNATOR

SECTION: Background

SECTION ITEM NO.: 002

DEFINITION:

A four-digit numeric code used to categorize officers for accounting purposes and statistical purposes.

ITEM(S):

Current Designator: ____

ITEM	AWO	SWO	 DESIG	_	 RET	 i	COLUMN LOCATION
Current Desig.							2020-2023

ENTRY	NAME	: PREVIOUS	DESIGNATOR				
SECTIO	N:	Background		SECTION	ITEM	NO.:	003

DEFINITION:

A four-digit numeric code used to categorize officers for accounting purposes and statistical purposes.

ITEM(S):		
Previous	Designator:	

ITEM	AWO	SWO	DESIG WOR	RET	COLUMN TRAN LOCATION
Previous Desig			 A6 -		·

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DATE OF CHANGE TO CURRENT DESIGNATOR

SECTION: Background SECTION ITEM NO.: 004

DEFINITION:

A four-digit date (MMYY) indicating the month and year of designator change.

ITEM(S):

I changed to my current designator:____/___.

ITEM	AWO	SWO	 _	= :	COLUMN TRAN LOCATION
					- 2028-2031

ENTRY NAME: GRADE

SECTION ITEM NO.: 005 SECTION: Background

DEFINITION:

A one-digit code indicating an officer's rank in the Navy.

ITEM(S):

Grade:

- 1. ENS
- 2. LTJG
- 3. LT 4. LCDR
- 5. CDR
- 6. CAPT
- 7. RADM-Lower Half
- 8. RADM-Upper Half
- 9. VADM

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Grade	A3	A3	A 3	A 3	A2	A2	A 3	A 3	2032
									!
									1
									[
									1
									1
									1
									1
									1

ENTRY NAME: SEX

SECTION: Background

SECTION ITEM NO.: 006

DEFINITION:

A one-position code used to identify an officer as male or female.

ITEM(S):

Sex:

- 1. Male
- 2. Female

ITEM	AWO	SWO		DESIG WOR		 	
Sex	A4	A4	A4	A4 -	_	2033	

ENTRY NAME: FAMILY STATUS

SECTION: Background SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating an officer's marital and family status.

ITEM(S):

Family Status:

1. Single

2. Single parent

- 3. Married without children
- 4. Married with children
- 5. Separated/Divorced
- 6. Other
- 7. Married
- 8. Widowed
- 9. Separated
- 0. Divorced

ITEM	OWA	SWO	=			COLUMN LOCATION	
Family Status							

NOTES:

Response scale differs in:

WOR & GOR: 1=Married 2=Widowed 3=Separated 4=Divorced 5=Never Married

RET: 1=Married 2=Single or Widowed 3=Separated or Divorced

1=Single 2=Married no children 3=Married with children 4=Divorced with children 5=Other DESIG:

These scales were recoded to values on previous page.

ENTRY NAME: NUMBER OF CHILDREN

SECTION: Background SECTION ITEM NO.: 008

DEFINITION:

A one-digit code indicating the number of children an officer has.

ITEM(S):

Number of children:

- 1
- 3. 2
- 4. 3
- 5. 4
- 6. 5 or more

ITEM	AWO	SWO			TRAN LOCATION
					- 3638-3639

NOTES:

Response scale differs in:

RET: How many ____ ? This is number of children residing in the home at least part of the time.

ENTRY NAME: CHILDREN AT HOME

SECTION: Background

SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating whether there are children residing in the home at least part of the time.

ITEM(S):

Do you have any children that live at home with you at least part of the time?

- 1. Yes
- 2. No

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Kids at home	-	-	-	-	-	-	A6A	-	2036
									Į Į

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT ENTRY NAME: AGES OF CHILDREN SECTION: Background SECTION ITEM NO.: 010 DEFINITION: A maximum of six, two-digit responses indicating the ages of an officer's children. ITEM(S):

What are their ages____?

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Age 1 Age 2 Age 3 Age 4 Age 5 Age 6	- - - - - -	- - - - -	- - - - -			- - - - -	A6C A6C A6C A6C A6C A6C	- - - - - -	2037-2038 2039-2040 2041-2042 2043-2044 2045-2046 2047-2048
									!

ENTRY NAME: DATE QUESTIONNAIRE COMPLETED

SECTION: Background SECTION ITEM NO.: 011

DEFINITION:

A one-digit code indicating month and year of questionnaire completion.

ITEM(S):

Date questionnaire completed:

- 1. May 1986
- 2. June 1986
- 3. July 1986 4. Aug 1986 5. Sept 1986 6. Oct 1986

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	COLUMN TRAN LOCATION
Date Complete	A 6	A6	A6			-		A6 2049

NOTES:

Response scale differs in:

TRAN: 1=Aug '86 2=Sept '86 3=Oct '86 4=Nov '86 5=Dec '86

DESIG: 1=Mar '87 2=Apr '87 3=May '87 4=June '87 5=July '87 6=Aug '87

ENTRY NAME: AVIATOR TYPE

SECTION: Background

SECTION ITEM NO.: 012

DEFINITION:

A one-digit code used to identify an officer as a pilot or an NFO.

ITEM(S):

Aviator type:

- 1. Pilot 2. NFO

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Aviator type	A2A	_	_	_	-	-	_	A2A	1 2050
									! { !
									<u> </u>
									[
									ł
									1

ENTRY NAME: YEAR AWARDED WARFARE DEVICE

SECTION: Background SECTION ITEM NO.: 013

DEFINITION:

A two-digit code indicating year in which an officer was awarded warfare device.

ITEM(S):

Year Awarded Warfare Device:

- 1. 86
- 2. 84-85
- 3. 82-83
- 4. 80-81
- 5. 78-79
- 6. 76-77
- 7. 74-75
- 8. 72-73
- 9. Before 1972
- 10. N/A

ITEM	AWO	SWO					COLUMN LOCATION
Warfare Device			_	A9 -		_	2051-2052

NOTES:

Question differs in:

TRAN & AWO: Question is phrased, "Year awarded wings".

ENTRY NAME: AVIATION WARFARE SPECIALTY

SECTION: Background SECTION ITEM NO.: 014

DEFINITION:

A two-digit code indicating respondent's aviation warfare specialty community.

ITEM(S):

Which of the following best describes your warfare specialty community.

- 1. VAL
- 2. VAM
- 3. VAW
- 4. VAQ
- 5. VC
- 6. VF
- 7. VP
- 8. VQ
- 9. VS
- 10. HC
- 11. HM 12. HS
- 13. HSL
- 14. Other Support (e.g. VRC)
- 15. Other

ITEM	OWA	SWO	 DESIG WOR	GOR	RET	 COLUMN LOCATION	
Aviation Spec.		-	- FA1		-	 2053-2054	

NOTES:

Question is in WOR, but for AWOs only.

ENTRY NAME: LENGTH OF TIME IN WARFARE COMMUNITY

SECTION: Background SECTION ITEM NO.: 015

DEFINITION:

A one-digit code indicating officers' length of time in warfare specialty community.

ITEM(S):

How long have you been a member of the above warfare specialty community?

- 1. 1-2 years 2. 3-5 years 3. 6-9 years
- 4. $10-1\bar{4}$ years
- 5. 15 or more years

ITEM	AWO	SWO	DESIG WOR		COLUMN TRAN LOCATION
Length in comm					

ENTRY NAME: MEMBERSHIP IN OTHER COMMUNITIES

SECTION: Background S

SECTION ITEM NO.: 016

DEFINITION:

A one-digit code indicating other communities in which officer has been a member.

ITEM(S):

How many other communities have you been a member of?

- 1. None
- 2. 1
- 3. 2
- 4. 3
- 5. 4 or more

ITEM	AWO	SWO	DESIG WOR		COLUMN TRAN LOCATION
Other Commun.	_				A10 2056

ENTRY NAME: SWO QUALIFICATIONS

SECTION ITEM NO.: 017 SECTION: Background

DEFINITION:

A one-digit code indicating additional Surface Warfare qualifications obtained by an officer.

ITEM(S):

Which of the below Surface Warfare qualifications have you obtained?

- 1. None
- 2. OOD (U)
- One goal, not OOD (U)
 Several but not SWO qualified
 Am SWO qualified

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
SWO Qual.	A11	-	-	_	-	_	-	A11	2057
									; } !
									1
									! !
									1
									1

ENTRY NAME: FLYING HOURS

SECTION: Background SECTION ITEM NO.: 018

DEFINITION:

A one-digit code indicating an officer's approximate flying hours.

ITEM(S):

Approximately how many hours a week do you fly?

- 1. Duty involves no flying
- 2. Less than 5 hours
- 3. 5-10 hours
- 4. 11-15 hours
- 5. 16-20 hours
- 6. More than 20 hours

ITEM	OWA	SWO	 DESIG WOR		 COLUMN TRAN LOCATION
Flying hrs.				-	A12 2058

NOTES:

Question in WOR, but for AWOs only.

ENTRY NAME: OBTAINED QUALIFICATIONS

SECTION: Background SECTION ITEM NO.: 019

DEFINITION:

A one-digit code indicating whether an officer has obtained additional qualifications.

ITEM(S):

Please indicate whether or not you have obtained each of the following qualifications

- 1. Division Officer
- 2. Department Head
- 3. 00D
- 4. EOOW
- 5. Weapons Control
- 6. Evaluator/TAO
- 7. XO Afloat (LCLR and above)
- 8. Qual-Surface Ship Command
- 9. Surface Nuclear Power
- 10. Other

- 1. Yes
- 2. No

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Div. Officer	<u>-</u>	A8A	-	-	-	_	_	-	2059
2.Dept. Head	_	A8B	-	-		_	_	_	2060
3.00D	-	A8C	-	-	-	-	-	-	2061
4.EOOW	-	ASD	-	_	-	-	-	-	1 2062
5.Weapons Cont		A8E	-	-	-	-	-	-	2063
6.Eval./TAO	-	A8F	-	-	_	-	-	-	1 2064
7.XO Afloat	-	A8G	-	-	-	-	-	-	2065
8.Qual-Surf.	-	A8H	-	-	-	-	-	-	2066
9.Surf. Nuclear	r -	A8I	-	-	-	-	-	_	1 2067
10.Other	-	A8J	-	-	-	-	_	-	2068
									!
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									1

ENTRY NAME: ENTRANCE TO NAVY VIA NUPOC

SECTION: Background

SECTION ITEM NO.: 020

DEFINITION:

A one-digit code indicating whether officer entered Navy via the NUPOC program.

ITEM(S):

Did you enter the Navy via the NUPOC program?

- 1. No
- Yes-Instructor
 Yes-Naval Reactors Engineer

ITEM	AWO	SWO	DESIG			i :	COLUMN LOCATION	
			~					

ENTRY NAME: YEARS AS AN ACTIVE DUTY OFFICER

SECTION: Background SECTION ITEM NO.: 021

DEFINITION:

A two-digit code indicating years as an active duty officer.

ITEM(S):

How many years were you an active duty officer?

- 1. Less than 5
- 2. 5
- 3. 6
- 4. 7
- 5. 8
- 6. 9
- 7. 10
- 8. 11-12
- 9. 13-14
- 10. More than 14

ITEM	OWA	SWO		DESIG WOR	GOR	RET	COLUMN TRAN LOCATIO	
Yrs. Active		_	-		A4		- 2070-2	

ENTRY NAME: EMPLOYMENT STATUS

SECTION: Background SECTION ITEM NO.: 022

DEFINITION:

A one-digit code indicating an officer's employment status.

ITEM(S):

Are you currently:

- 1. Working full-time
- 2. Working part-time
- 3. Retired
- 4. Looking for full-time work5. Looking for part-time work

ITEM	AWO	SWO	 DESIG WOR	 	COLUMN TRAN LOCATION
Employment					- 2072

APPENDIX C INFORMATION USE

ENTRY NAME: INFORMATION USE

SECTION: Information Use SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating officers' use of various information sources in career planning.

ITEM(S):

In reference to present assignment, evaluate the following sources of information according to use.

- 1. CO/ISIC
- 2. XO
- 3. Department Head
- 4. Other senior officers in my community
- 5. Senior officers outside my community
- 6. Peers
- 7. Detailers
- 8. "Perspective"
- 9. "URL Officer Career Planning Handbook"
- 10. "Commanding Officer's Addendum"
- 11. "Officer Billet Summary"
- 12. Navy Times
- 13. Public media
- 14. Publications put out only for my community
- 15. Other senior officers in my previous designator
- 16. Peers in my previous designator
- 17. Senior officers from my current designator
- 18. Peers from current designator
- 19. OPNAV instructions regarding changing designator

- 1. Very Low
- 2.
- 3.
- 4. Moderate
- 5.
- 6.
- 7. Very High
- J. N/A

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CO/ISIC	B1A1	B1A1	B1A1	B1A1	_	-	-	- 1	2073
2.XO		B1B1	B1B1	B1B1	-	-	_	- 1	2074
3.Dept. Head	B1C1	B1C1	B1C1	B1C1	-	-	-	- 1	2075
4.Other Seniors	B1D1	B1D1	B1D1	-	-	-	-	- 1	2076
5.Senior Offic.	B1E1	B1E1	B1E1	-	-	-	-	- 1	2077
6.Peers	B1F1	B1F1	B1F1	-	-	-	-	- 1	2078
7.Detailers	B1G1	B1G1	B1G1	B1H1	-	-	-	- 1	2079
8.Perspective	B1H1	B1H1	B1H1	B1I1	-	-	-	- 1	2080
9.URL Officer	B1I1	B111	B1I1	B1N1	-	_	-	- 1	2081
10.Addendum	B1J1	B1J1	B1J1	B1P1	-	-	-	- 1	2082
11.Billet Summ.	B1K1	B1K1	B1K1	B1M1	-	_	-	- 1	2083
12.Navy Times	B1L1	B1L1	B1L1	B1J1	_	-	-	- 1	2084
13. Public Med.	B1M1	B1M1	B1M1	B1K1	-	_	-	- 1	2085
14.Publications	B1N1	B1N1	-	B1L1	-	-	-	- 1	2086
15.Prev. Desig.	-	-	-	B1D1	-	_	-	- 1	2087
<pre>16.Peers/Prev.</pre>	-	-	-	B1E1	-	_	-	- 1	2088
17.Curr. Desig.	-	_	-	B1F1	-	_	-	- 1	2089
18.Peers/Curr.	-	-	-	B1G1	-	-	-	- J	2090
19.3PNAV Instr.	-	-	_	B101	-	-	-	- 1	2091
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NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.

ENTRY NAME: INFORMATION ACCURACY

SECTION: Information Use SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating the accuracy of various information sources.

ITEM(S):

In reference to present assignment, evaluate the following sources of information in terms of accuracy.

- 1. CO/ISIC
- 2. XO
- 3. Department Head
- 4. Other senior officers in my community
- 5. Senior officers outside my community
- 6. Peers
- 7. Detailers
- 8. "Perspective"
- 9. "URL Officer Career Planning Handbook"
- 10. "Commanding Officer's Addendum"
- 11. "Officer Billet Summary"
- 12. Navy Times
- 13. Public Media
- 14. Publications put out only for my community
- 15. Other senior officers in my previous designator
- 16. Peers in my previous designator
- 17. Senior officers from my current designator
- 18. Peers from current designator
- 19. OPNAV instructions regarding changing designator

- 1. Very Low
- 2.
- 3.
- 4. Moderate
- 5.
- Very High
- 0. N/A

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CU/ISIC	B1A2	B1A2	B1A2	B1A3	_	_	_	<u>-</u>	2092
2. X O	B1B2	B1B2	B1B2	B1B3	-	-	-	-	2093
3.Dept. Head	B1C2	B1C2	B1C2	B1C3	-	-	-	_	2094
4.0ther Seniors	B1D2	B1D2	B1D2	-	-	-	-	-	2095
5.Senior Offic.	B1E2	B1E2	B1E2	-	-	-	-	_	2096
6.Peers	B1F2	B1F2	B1F2	-	-	-	-	_	2097
7.Detailers	B1G2	B1G2	B1G2	B1H3	-	-	-	-	2098
8.Perspective	B1H2	B1H2	B1H2	B1I3	-	-	-	-	2099
9.URL Officer	B1I2	B1I2	B1I2	B1N3	-	-	-	-	2100
10.Addendum		B1J2	B1J2	B1P3	-	-	-	-	2101
11.Billet Summ.	B1K2	B1K2	B1K2	B1M3	-	-	-	_	2102
12.Navy Times	B1L2	B1L2	B1L2	B1J3	-	-	-	-	2103
13.Pub. Media	B1M2	B1M2	B1M2	B1K3	-	-	-	-	2104
14.Publications	B1N2	B1N2	-	B1L3	-	-	-	_	2105
15.Prev./Desig.	-	-	-	B1D3	-	-	-	-	2106
<pre>16.Peers/Prev.</pre>	-	-	-	B1E3	-	-	-	-	2107
17.Curr./Desig.	-	-	-	B1F3	-	-	-	-	2108
18.Peers/Curr.	-	-	-	B1G3	-	-	_	-	2109
9.0PNAV Instr.	-	-	-	B103	-	-	-	_	2110
									! !

NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.

ENTRY NAME: INFORMATION HONESTY

SECTION: Information Use SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit codes evaluating the honesty of various information sources.

ITEM(S):

In reference to present assignment, evaluate the following sources of information in terms of honesty.

- 1. CO/ISIC
- 2. xo
- 3. Department Head
- 4. Other senior officers in my community
- 5. Senior officers outside my community
- 6. Peers
- 7. Detailers
- 8. "Perspective"
- 9. "URL Officer Career Planning Handbook"
- 10. "Commanding Officer's Addendum"
- 11. "Officer Billet Summary"
- 12. Navy Times
- 13. Public media
- 14. Publications put out only for my community
- 15. Other senior officers in my previous designator
- 16. Peers in my previous designator
- 17. Senior officers from my current designator
- 18. Peers from current designator
- 19. OPNAV instructions regarding changing designator

- 1. Very Low
- 2.
- 3.
- 4. Moderate
- 5.
- 5.
- /. Very High
- 0. N/A

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CO/ISIC	B1A3	B1A3	B1A3	B1A5	_	-	_	-	2111
2. X O	B1B3	B1B3	B1B3	B1B5	-	-	-	- (2112
3.Dept. Head	B1C3	B1C3	B1C3	B1C5	-	-	-	- (2113
4.Other Seniors	B1D3	B1D3	B1D3	-	-	-	-	- !	2114
5.Senior Offic.	B1E3	B1E3	B1E3	-	-	-	-	- 1	2115
6.Peers	B1F3	B1F3	B1F3	-	-	-	-		2116
7.Detailers	B1G3	B1G3	B1G0	B1H5	-	-	-	- !	2117
8.Perspective	B1H3	B1H3	B1H3	B1I5	-	-	-	-	2118
9.URL Officer	B1I3	B1I3	B1I3	B1N5	-	-	-	-	2119
10.Addendum	B1J3	B1J3	B1J3	B1P5	-	-	-	-	2120
11.Billet Summ.	B1K3	B1K3	B1K3	B1M5	-	_	-	-	2121
12.Navy Times	B1L3	B1L3	B1L3	B1J5	-	-	-	-	2122
13.Pub. Media	B1M3	B1M3	B1M3	B1K5	-	-	-	-	2123
14.Publications	B1N3	B1N3	-	B1L5	-	-	-	- 1	2124
15.Prev./Desig.	-	-	-	B1D5	-	-	-	-	2125
16.Peers/Prev.	-	-	-	B1E5	-	-	-	-	2126
17.Curr./Desig.	-	-	-	B1F5	-	-	-	-	2127
18.Peers/Curr.	-	-	-	B1G5	-	-	-	-	2128
9. OPNAV Instr.	-	-	-	B105	-	-	-	-	2129

NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.

ENTRY NAME: INFORMATION AVAILABILITY

SECTION: Information Use SECTION ITEM NO.: 004

DEFINITION:

A series of one-digit responses evaluating the availability of career planning information.

ITEM(S):

In reference to your present assignment, evaluate the following sources of information in terms of availability.

- 1. CO/ISIC
- 2. XO
- 3. Department Head
- 4. Other senior officers in my community
- 5. Senior officers outside my community
- 6. Peers
- 7. Detailers
- 8. "Perspective"
- 9. "URL Officer Career Planning Handbook"
- 10. "Commanding Officer's Addendum"
- 11. "Officer Billet Summary"
- 12. Navy Times
- 13. Public Media
- 14. Publications put out only for my community
- 15. Other senior officers in my previous designator
- 16. Peers in my previous designator
- 17. Senior officers from my current designator
- 18. Peers from current designator
- 19. OPNAV instructions regarding changing designator

- 1. Very Low
- 2.
- 3.
- 4. Moderate
- 5. 5.
- i. Very High
- 0. N/A

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CO/ISIC	B1A4	B1A4	B1A4	B1A4	_	-	-	-	2130
2.X0	B1B4	B1B4	B1B4	B1B4	-	-	-	- 1	2131
3.Dept. Head	B1C4	B1C4	B1C4	B1C4	-	-	-	- 1	2132
4.Other Seniors	B1D4	B1D4	B1D4	_	_	-	_	- i	2133
5.Senior Offic.		B1E4	B1E4	-	-	-	-	- i	2134
6.Peers	B1F4	B1F4	B1F4	-	_	-	-	- 1	2135
7.Detailers	B1G4	B1G4	B1G4	B1H4	_	-	_	- 1	2136
8.Perspective	B1H4	B1H4	B1H4	B1I4	_	-	-	- 1	2137
9.URL Officer	B114	B1I4	B1I4	B1N4	-	-	-	- 1	2138
10.Addendum	B1J4	B1J4	B1J4	B1P4	-	-	_	- 1	2139
11.Billet Summ.	B1K4	B1K4	B1K4	B1M4	_	-	-	- i	2140
12.Navy Times	B1L4	B1L4	B1L4	B1J4	_	-	-	- i	2141
13.Pub. Media	B1M4	B1M4	B1M4	B1K4	-	-	-	- i	2142
14.Publications	B1N4	B1N4	-	B1L4	_	-	-	- 1	2143
15.Prev./Desig.	_	-	-	B1D4	_	-	-	- i	2144
16.Peers/Prev.	_	-	-	B1E4	-	-	-	- 1	2145
17.Curr./Desig.	_	_	-	B1F4	_	-	_	- 1	2146
18.Peers/Curr.	_	_	-	B1G4	_	_	-	- 1	2147
9.OPNAV Instr.	-	-	-	B104	-	-	-	- i	2148
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NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.

ENTRY NAME: INFORMATION INFLUENCE

SECTION: Information Use SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses evaluating the influence of various information sources on career planning.

ITEM(S):

In reference to present assignment, evaluate the following sources of information in terms of influence.

- 1. CO/ISIC
- 2. XO
- 3. Department Head
- 4. Other senior officers in my community
- 5. Senior officers outside my community
- 6. Peers
- 7. Detailers
- 8. "Perspective"
- 9. "URL Officer Career Planning Handbook"
- 10. "Commanding Officer's Addendum"
- 11. "Officer Billet Summary"
- 12. Navy Times
- 13. Public Media
- 14. Publications put out only for my community
- 15. Other senior officers in my previous designator
- 16. Peers in my previous designator
- 17. Senior officers from my current designator
- 18. Peers from current designator
- 19. OPNAV instructions regarding changing designator

- 1. Very Low
- 2.
- 3.
- 4. Moderate
- 5.
- 6.
 - . Very High
- 0. N/A

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.CO/ISIC	B1A5	B1A5	B1A5	B1A2	_	_	_	- 1	2149
2.XO		B1B5	B1B5	B1B2	-	_	-	- i	2150
3.Dept. Head	B1C5	B1C5	B1C5	B1C2	_	_	-	- 1	2151
4.Other Seniors			B1D5	-	_	-	-	- 1	2152
5.Senior Offic.			B1E5	_	_	-	-	- i	2153
6.Peers		B1F5	B1F5	_	-	_	-	- i	2154
7.Detailers		B1G5	B1G5	B1H2	-	_	_	- i	2155
8.Perspective	B1H5		B1H5	B1I2	_	-	-	- 1	2156
9.URL Officer	B115		B1I5	B1N2	-	-	-	- i	2157
10.Addendum		B1J5	B1J5	B1P2	_	_	-	- 'i	2158
11.Billet Summ.			B1K5	B1M2	_	_	_	-	2159
12.Navy Times	B1L5		B1L5	B1J2	_	-	-	- i	2160
	B1M5		B1M5	B1K2	_	_	_	- i	2161
14.Publications			-	B1L2	_	-	-	- i	2162
15.Prev./Desig.		_	-	B1D2	-	-	-	- i	2163
16.Peers/Prev.	_	-	_	B1E2	_	_	_	– i	2164
17.Curr./Desig.	_	_	-	B1F2	-	-		- i	2165
18.Peers/Curr.	_	_	-	B1G2	_	_	_	– i	2166
9. OPNAV Instr.	-	-	_	B102	_	-	_	- i	2167
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NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.

ENTRY NAME: RESOURCES USED TO PLAN CIVILIAN CAREER

SECTION: Information Use SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses indicating to what extent a variety of resources were used in planning a civilian career.

ITEM(S):

To what extent have you used the following resources to plan or develop your civilian career?

- Interest/aptitude tests
- 2. Books and publications on civilian career
- 3. Interviews/conversations with people in a particular field to learn more about field
- Help from professional contacts, fellow workers, friends, and/or family to learn about job openings
- 5. Want ads
- 6. Placement agencies
- 7. Resumes
- 8. Professional meetings
- 9. Job interviews

- 1. Great Extent
- 2.
- 3.
- 4. Moderate Extent
- 5.
- 5.
- Little or No Extent

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN LOCAT	
1.Interest test	_		_	_	_	_	D2A	- 2168	
2.Books	-	-	_	-	-	-	D2B	- 2169	
Interviews	_	-	-	-	-	-	D2C	- 2170	
4.Professionals	_	-	-	-	-	-	D2D	- 2171	
5.Want ads	_	-	-	-	-	-	D2E	- 2172	
6.Agencies	-	-	-	-	-	-	D2F	- 2173	
7.Resumes	-	-	-	-	_	-	D2G	- 2174	
8.Meetings	_	-	-	-	-	-	D2H	- 2175	
9.Job interview	-	-	-	-	-	-	D2I	- 2176	

APPENDIX D PRESENT ASSIGNMENT

ENTRY NAME: PRESENT TOUR - SEA OR SHORE

SECTION: Present Assignment SECTION ITEM NO.: 001

DEFINITION:

A one digit code indicating location of an officer's present tour.

ITEM(S):

My present tour is:

- Sea
 Shore

ITEM	 AWO	_	DESIG			i	COLUMN LOCATION
Pres.	C1		_				

ENTRY NAME: DETACH FROM LAST ASSIGNMENT

SECTION: Present Assignment SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating when an officer detached from his/her last assignment.

ITEM(S):

When did you detach from your last assignment?

- 1. Less than 1 month ago.
- 2. 1 month, but less than 3 months ago.
- 3. 3 months, but less than 6 months ago.
- 4. 6 months, but less than 9 months ago.
 5. 9 months, but less than 1 years ago.
 6. 1 year or more ago.

- 7. No reassignment.

ITEM	AWO	SWO		DESIG WOR	 	COLUMN TRAN LOCATION
Detach assignm			C2			

ENTRY NAME: PRD - PROJECTED ROTATION DATE

SECTION: Present Assignment SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating an officer's PRD.

ITEM(S):

My PRD is:

- 1. Less than 1 month from now.
- 2. 1 month, but less than 3 months from now.
- 3. 3 months, but less than 6 months from now.
- 4. 6 months, but less than 9 months from now.
 5. 9 months, but less than 1 year from now.
 6. 1 year or more from now.

- 7. Don't know.

ITEM	AWO	SWO	DESIG WOR		COLUMN TRAN LOCATION
PRD	C3	C3	_		- 2179

ENTRY NAME: LENGTH OF TIME IN PRESENT ASSIGNMENT

SECTION: Present Assignment SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating the length of time in present assignment.

ITEM(S):

How long have you been in your present assignment?

- 1. Less than 1 month ago
- 2. 1 month, but less than 3 months ago
- 3. 3. onths, but less than 6 months ago
- 4. 6 mc.ths, but less than 9 months ago
- 5. 9 months, but less than 1 year ago
- 6. 1 year or more ago

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Length assignm		_	_	D1	-	-	_	-	2180
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ENTRY NAME: AWARE OF OFFICER REPORTING FOR DUTY

SECTION: Present Assignment SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating whether command was aware that an officer was reporting for duty.

ITEM(S):

How aware was your command that you would be reporting for duty?

- 1. Not at all
- 2. Partially
- 3. Fully

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Awareness	_	-	C1	-	-	-	-	~	2181
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ENTRY NAME: EVALUATION OF JOB AND RELATED DUTIES

SECTION: Present Assignment SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses evaluating aspects of present job and related duties.

ITEM(S):

What is your evaluation of the following aspects of your present job and related duties?

- 1. Challenge
- 2. Separation from family/friends
- 3. Use of skills and abilities
- 4. Working environment
- 5. Hours of work required
- 6. Work pressure
- 7. Interesting duties
- 8. Ability to plan and schedule activities
- 9. Adventure
- 10. Sense of accomplishment
- 11. Opportunity to grow professionally
- 12. Doing something important

- 1. Very Negative
- 2.
- 4. Neutral
- 5. <.
 - Very Positive

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Challenge	C4A	C4A	C4A	D2A		_	_	-	2182
2. Separation	C4B	C4B	C4B	D2B	-	-	_	-	2183
3. Use skills	C4C	C4C	C4C	D2C	_	_	_	_	2184
4. Environment	C4D	C4D	C4D	D2D	-	-	_	_	2185
5. Hrs of work	C4E	C4E	C4E	D2E	-	-	-	_	2186
6. Pressure	C4F	C4F	C4F	D2F	-	-	-	-	2187
7. Duties	C4G	C4G	C4G	D2G	_	-	-	_	2188
8. Planning	C4H	C4H	C4H	D2H	-	-	-	-	2189
Adventure	C4I	C4I	C4I	D2I	-	_	-	-	2190
10.Accomplish.	C4J	C4J	C4J	D2J	-	-	-	-	2191
11.Oppor. grow	C4K	C4K	C4K	D2K	-	-	-	-	2192
12.Importance	C4L	C4L	C4L	D2L	_	-	-	-	2193
									1

ENTRY NAME: EVALUATION OF TOUR

SECTION ITEM NO.: 007 SECTION: Present Assignment

DEFINITION:

A series of one-digit responses evaluating aspects of tour.

ITEM(S):

Overall, how do you evaluate this tour in terms of

- 1. Command Squadron/Command Ship/Command
- 2. Type duties
- 3. Superiors
- 4. Immediate subordinates
- 5. Peers Wardroom/peers Ready room/peers
 6. Relationship with CO
 7. Wardroom at sea (the SWOs)

- * Each questionnaire
- * contained only one of
- * these items
- * Each questionnaire
- * contained only one of
- * these items

- 1. Highly Unfavorable
- 2. Unfavorable
- 3. Neutral
- 4. Favorable
- 5. Highly Favorable
- 6. Not Applicable

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	COLUMN TRAN LOCATION
1.Command	C5A	C5A	C5A	D4A	-	_	-	- 2194
2.Duties	C5B	C5B	C5B	D4B	-	-	-	- 21 9 5
3.Superiors	C5C	C5D	C5D	D4D	-	-	-	- 2196
4.Subordinates	C5D	C5E	C5E	D4E	_	-	-	- 2197
5.Peers	C5F	C5F	C5C	D4F	-	-	-	- 2198
6.CO	_	C5C	-	D4C	-	-	-	- 2199
7.Ward. at sea	C5E	-	-	-	_	-	-	- 2200

NOTES:

Response scale differs in:

DESIG: 1=Highly Unfavorable 2 3 4=Neutral 5 6 7=Highly Unfavorable 8=N/A

ENTRY NAME: REACTIONS TO LAST NAVY ASSIGNMENT

SECTION: Present Assignment SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses indicating reactions to last Navy assignment.

ITEM(S):

What are your reactions to your last Navy assignment?

- 1. <u>Job Characteristics</u> (variety, importance, pressure, interpersonal relationships, clarity of demands, feedback on performance, autonomy, etc.)
- 2. <u>Supervisor Characteristics</u> (supportive, facilitates work, plans and coordinates activities, trustworthy, relies on performance and judgments of subordinates, etc.)
- 3. Workgroup Characteristics (workgroup is cooperative, effective, takes pride in work; has open communication, trust, and friendly relations among members, etc.)
- 4. Organizational Characteristics (openness of expression, personnel kept informed, interdepartmental cooperation, consistent application of organizational policies, opportunities for growth and advancement, etc.)

- 1. Extremely Favorable
- 2.
- 4. Neutral
- 5.
 - . Extremely Unfavorable
- 8. Not Applicable

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	1	COLUMN
 Job Charact. Supervisors 	-	-	-		-	<u>-</u>	B7A1 B7B1	-	1	2201 2202
3.Workgroup 4.Organization	-	-	-	-	- -	-	B7C1 B7D1	-	1	2203 2204

ENTRY NAME: REACTIONS TO CURRENT WORK SITUATION

SECTION: Present Assignment SECTION ITEM NO.: 009

DEFINITION:

A series of one-digit responses indicating reactions to current work situation.

ITEM(S):

What are your reactions to your current work situation?

- 1. <u>Job Characteristics</u> (variety, importance, pressure, interpersonal relationships, clarity of demands, feedback on performance, autonomy, etc.)
- 2. <u>Supervisor Characteristics</u> (supportive, facilitates work, plans and coordinates activities, trustworthy, relies on performance and judgments of subordinates, etc.)
- 3. <u>Workgroup Characteristics</u> (workgroup is cooperative, effective, takes pride in work; has open communication, trust, and friendly relations among members, etc.)
- 4. Organizational Characteristics (openness of expression, personnel kept informed, interdepartmental cooperation, consistent application of organizational policies, opportunities for growth and advancement, etc.)

- 1. Extremely Favorable
- 2.
- 3.
- 4. Neutral
- 5.
- 5.
 - . Extremely Unfavorable
- 8. Not Applicable

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Job Charact.	_	-	-	-	_	_	B7A2		2205
<pre>2.Supervisor</pre>	-	-	-	-	-	-	B7B2	-	2206
3.Workgroup	-		~	~	-	-	B7C2	-	2207
4.Organization	-	-	-	~	-	-	B7D2	-	2208

ENTRY NAME: COMPARISON OF CURRENT JOB TO LAST NAVY ASSIGNMENT

SECTION: Present Assignment SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses comparing current job to last Navy assignment.

ITEM(S):

Compare your present job with your last Navy assignment in the following areas.

- 1. Prestige
- 2. Level of skills and knowledge
- 3. Authority over people
- 4. Income level
- 5. Importance

- 1. Much More
- 2 Somewhat More
- 3. About the Same
- 4. Simewhat Less
- 5. Much Less

ITEM	AWO	SWO	GURL	DESIG WOR	GOR	RET	COLUMN TRAN LOCATION
1. Prestige	_	_	-		_	B9A	- 2209
2. Skills	-	-	-		-	B9B	- 2210
Authority	_	-	-		-	B9C	- 2211
4. Income	-	-	-		-	B9D	- 2212
5. Importance	-	-	-		-	B9E	- 2213

ENTRY NAME: ACTIVITIES SAME AS IN LAST ASSIGNMENT

SECTION: Present Assignment SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating whether current job activities are the same or different from last Navy assignment.

ITEM(S):

Indicate whether your current job activities are the same or different from your last Navy assignment.

- 1. The actual work you perform
- 2. Knowledge and skill you use on the job

- 1. The Same
- 2. Similar
- 3. Somehwat Different
- 4. Very Different
- 5. Nothing in Common

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Actual work 2. Knowledge					-		B10A B10B	-	2214 2215

ENTRY NAME: ROLE CLARITY

SECTION: Present Assignment SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating how often different aspects of work appear on the job.

ITEM(S):

These questions deal with different aspects of work. Please indicate how often these aspects appear in your job.

- 1. How often are you unsure about what your nonflying job responsibilities are?
- 2. How often can you predict what others will expect of you on the job?
- 3. How much of the time are your work objectives poorly defined?
- 4. How often are you clear about what others expect of you on the job?

- 1. Rarely or Never
- 2. Sometimes
- 3. Fairly Often
- 4. Very Often

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Nonflying	-	-	-	-	-	-	_	B1A	2216
2.Others expec	:t	-	_	-	-	-	-	B1B	2217
3.Objectives	-	-	-	-		-	-	B1C	2218
4.Clear expect		-	-	-	-	-	-	BlD	2219
									1
									1
									1
									1

ENTRY NAME: ROLE AMBIGUITY

SECTION: Present Assignment SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating degree of agreement with statements concerning various aspects of work.

ITEM(S):

The following statements deal with different aspects of work. How strongly do you agree or disagree with each statement?

- On my job, I know exactly what is expected of me.
- 2. Rarely do I know what I have to do on my job.
- 3. On my job there are procedures for handling everything that comes up.
- 4. My job has rules and regulations concerning almost everything I might do or say.
- 5. My superior does not give me clear goals to achieve.
- 6. My superior makes it clear how I should do my work.
- 7. I don't know what performance standards are expected of me.

- 1. Strongly Disagree
- 2. Disagree
- 3. Uncertain
- 4. Agree
- 5. Strongly Agree

ITEM	AWO	SWO	GURL	DESIG WOR	GOR	RET	TRAN LOCATION
1. Expected	-	-	-		_	_	B2A 2220
2. Rarely know	-	-	-		-	-	B2B 2221
3. Procedures	-	-	-		-	-	B2C 2222
4. Rules & Reg		-	-		-	-	B2D 2223
5. Clear goals	-	-	-		-	-	B2E 2224
Superior	-	-	-		-	-	B2F 2225
7. Performance	-	-	-		-	-	B2G 2226

ENTRY NAME: ROLE CONFLICT

SECTION: Present Assignment SECTION ITEM NO.: 014

DEFINITION:

A series of one-digit responses indicating how often various conflicts are experienced at work.

ITEM(S):

Conflicts can occur in any job. How often do you face problems in your work like those listed below?

- Persons who have equal rank over you ask you to do things which conflict.
- 2. People who closely supervise your work give you things to do which conflict with one another.
- 3. Persons who do not have authority over you give you things to do which conflict with other work you have to do.

- 1. Rarely Or Never
- 2. Sometimes
- 3. Fairly Often
- 4. Very Often

ITEM	AWO	SWO	GURL	DESIG W	OR GOR	RET	COLUMN TRAN LOCATION
1. Equal rank	_	_	~	-		-	B3A 2227
2. Close supe		-	~	_		_	B3B 2228
3. No authori	ty -	-	~	_		-	B3C 2229
	_						1
							1
							1

ENTRY NAME: FEELINGS DURING PAST TWO WEEKS - PSYCHOLOGICAL STRAIN

SECTION ITEM NO.: 015 SECTION: Present Assignment

DEFINITION:

A series of one-digit responses indicating how often an officer has experienced various feelings during the past two weeks.

ITEM(S):

Here are some items about how people feel. When you think about your feelings during the past two weeks, how much of the time did you feel this way?

- I felt good I felt nervous 2.
- I felt angry З.
- 4. I felt sad
- I felt jittery 5.
- I felt calm 6.
- I felt aggravated 7.
- I felt unhappy 8.
- 9. I felt irritated
- 10. I felt depressed
- 11. I felt fidgety
- I felt blue 12.
- I felt cheerful 13.
- 14. I felt annoyed

- 1. Never Or A Little Of The Time
- 2. Some Of The Time
- 3. A Good Part Of The Time
- Most Of The Time

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	COLUMN TRAN LOCATION
1. Good	_	_	_	_	_		_	B4A 2230
2. Nervous	-	_	_	_	-	-	-	B4B 2231
Angry	-	-	-	-	_	-	-	B4C 2232
4. Sad	-	-	-	-	-	_	_	B4D 2233
Jittery	-	-	-	-	-	-	_	B4E 2234
6. Calm	-	-	-	-	-	-	_	B4F 2235
 7. Aggravated 	-	-	-	-	-	_	-	B4G 2236
8. Unhappy	-	-	-	_	-	_	_	B4H 2237
9. Irritated	-	-	-	-	-	-	-	B4I 2238
10.Depressed	-	-	-	-	-	-	-	B4J 2239
11.Fidgety	-	-	-	-	-	-	-	B4K 2240
12.Blue	-	-	-	-	-	-	-	B4L 2241
13.Cheerful	-		-	-	-	_	_	B4M 2242
14.Annoyed	-	-	-	-	-	-	-	B4N 2243
								1
								I

ENTRY NAME: LOCUS OF CONTROL

SECTION: Present Assignment SECTION ITEM NO.: 016

DEFINITION:

A series of one-digit responses indicating the degree of agreement with statements concerning control of one's life.

ITEM(S):

How strongly do you agree or disagree with these statements about yourself?

- Sometimes I feel that I'm being pushed around in life
- 2. I have little control over the things that happen to me
- I can do just about anything I really set my mind to
- 4. What happens to me in the future mostly depends on me
- 5. There is little I can do to change many of the important things in my life

- 1. Strongly Disagree
- 2. Disagree
- 3. Uncertain
- 4. Agree
- 5. Strongly Agree

ITEM	AWO	SWO	GURL	DESIG WOR	GOR	RET	COLUMN TRAN LOCATION
1. Push around	i -	_	_		_	_	B5A 2244
2. Amt. contro	ol -	-	-		_	-	B5B 2245
3. Do anything	y -	-	-		-	-	B5C 2246
4. Future on m	ne -	-	-		_	-	B5D 2247
5. Change thir	ngs-	-	-		-	-	B6E 2248
	-						ĺ

ENTRY NAME: ADJUSTMENT TO LEADERSHIP ROLE

SECTION: Present Assignment SECTION ITEM NO.: 017

DEFINITION:

A one-digit response indicating an officer's adjustment to the leadership role of a Navy officer.

ITEM(S):

Overall, how would you describe your adjustment to the leadership role of a Navy officer? Would you say you understand and accept the responsibilities the position entails?

- 1. Very well adjusted
- 2. Adjusted
- 3. Somewhat adjusted
- 4. Not well adjusted
- 5. Don't know

ITEM	AWO	SWO			TRAN LOCATION
	-				B6 2249

ENTRY NAME: ADJUSTMENT TO PRESENT BILLET

SECTION: Present Assignment SECTION ITEM NO.: 018

DEFINITION:

A one-digit response indicating an officer's adjustment to present billet and assignment.

ITEM(S):

Overall, how would you describe your adjustment to your present billet and assignment?

- 1. Very well adjusted
- 2. Adjusted
- 3. Somewhat adjusted
- 4. Not well adjusted
- 5. Don't know

ITEM		AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Present	billet	-	_		-	-	_	_	B7	2250
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ENTRY NAME: CURRENT CAREER / IDEAL CAREER MATCH

SECTION: Present Assignment SECTION ITEM NO.: 019

DEFINITION:

A one-digit response indicating the match between current career and ideal career.

ITEM(S):

Most of us have in our minds an idea of an "ideal" career and work situation for ourselves. Would you say that your current career in the Navy is:

- 1. A very poor match with your ideal
- 2. A poor match with your ideal
- 3. Probably ok, but there are portions of it that are a poor match
- 4. A good match with your ideal
- 5. A very good match with your ideal
- 6. Uncertain at this time

ITEM	AWO	SWO	DESIG WOR		COLUMN TRAN LOCATION
					·

NOTES:

Question worded differently in:

RET: Most of us have in our minds an "ideal" career for ourselves.
To what extent does your present career fulfill your ideal?

1=A very poor match with my ideal 2=A poor match with my ideal 3=A moderately good match 4=A good match 5=A very good match 6=Uncertain/too early to tell

ENTRY NAME: IDEAL EXISTED IN THE NAVY

SECTION: Present Assignment SECTION ITEM NO.: 020

DEFINITION:

A one-digit response indicating the degree to which ideal career existed in the Navy.

ITEM(S):

Most of us have in our minds an "ideal" career for ourselves. To what extent would you say this ideal existed in the Navy?

- A very poor match with my ideal
 A poor match with my i Bal
- 3. A moderately good match.
- 4. A good match
- 5. A very good match
- 6. Uncertain/too early to tell

ITEM	AWO	SWO			COLUMN TRAN LOCATION
Ideal in Navy					· · · ·

APPENDIX E ASSIGNMENT PROCESS

ENTRY NAME: SUBMIT NEW PREFERENCE CARD

SECTION: Assignment Process SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating how many months prior to PRD a new preference card was submitted.

ITEM(S):

How many months prior to your PRD to your current assignment did you submit a new preference card?

- 1. 1 to 2 months
- 2. 3 to 4 months
- 3. 5 to 6 months
- 4. 7 to 8 months
- 5. 9 to 10 months
- 6. 11 to 12 months
- 7. More than a year before PRD
- 8. None submitted

ITEM	AWO	SWO			TRAN LOCATION	
Pref. Card						

ENTRY NAME: APPROACH TO COMPLETING PREFERENCE CARD

SECTION: Assignment Process SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating the choices made when filling out most recent preference card.

ITEM(S):

When I completed my most recent preference card I:

- Put down choices I personally wanted, regardless of how they might affect my Navy career.
- 2. Put down primarily what I wanted, but tempered them a little with what I thought would help my Navy career.
- 3. Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are alike.
- 4. Put down choices which I thought would help my Navy career, but tempered with my personal desires.
- 5. Put down choices which I thought would help my Navy career even though they weren't personally desirable.
- 6. Did not complete one.

ITEM	AWO	SWO	 DESIG WOR	 	COLUMN TRAN LOCATION
Pref. Card					- 2254

ENTRY NAME: ACCEPTABILITY OF CURRENT ASSIGNMENT

SECTION: Assignment Process SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit codes evaluating the acceptability of current assignment.

ITEM(S):

Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:

- 1. Location
- 2. Type Billet
- 3. Type Activity

- 1. Very Poor
- 2.
- 3.
- 4. Neutral
- 5.
- 5.
 - . Very Good
- o. Preference Card Not Sent

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Location 2. Billet 3. Activity	D3A D3B	D3A D3B D3C	D3A D3B D3C	E2A E2B E2C	-		-		2255 2256 2257

NOTES:

Response set differs in:

DESIG: Choice number (8) is N/A.

ENTRY NAME: PROMISED ORDERS CHANGED

SECTION: Assignment Process SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating whether an officer was promised one type of duty or duty station and then the orders were changed.

ITEM(S):

During my most recent transfer, I was promised one type of duty or duty station; however, it was changed in the orders I received before I transferred.

- 1. No
- 2. Yes
- 3. No previous reassignment

ITEM	 SWO	DESIG WOR		TRAN LOCATIO	
Recent Transf	 				

ENTRY NAME: ORDERS RECEIVED IN A TIMELY FASHION

SECTION: Assignment Process SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating whether orders were received in a timely fashion.

ITEM(S):

With respect to your most recent transfer, did your detailer inform you that orders were being forwarded, but they were not received in a timely fashion?

- 1. No
- 2. Yes
- 3. No previous reassignment

ITEM	 SWO				COLUMN LOCATION
Timely Fashion				_	

ENTRY NAME: SUBMITTED A NEW PREFERENCE CARD

SECTION: Assignment Process SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating whether a new preference card was submitted during current assignment.

ITEM(S):

Have you submitted a new preference card during your current assignment?

- 1. No
- 2. Yes

ITEM	AWO	SWO	DESIG WOR		TRAN	İ	LOCATION
New card							
						ì	

ENTRY NAME: ACTIVITIES RELATED TO REASSIGNMENT

SECTION ITEM NO.: 007 SECTION: Assignment Process

DEFINITION:

A series of one-digit responses indicating officers' activities in regard to last reassignment.

ITEM(S):

When did you begin the following activities in regard to your last reassignment?

- Contacting your detailer
- Specifically seeking the advice of a senior 2. officer
- Specifically seeking the advice of a peer
- 4. Discussing possible assignments with my spouse/family
- 5. Considering choices of location
- 6. Considering choices of types of billets
 7. Considering choices of types of duty
- Contacting a placement officer

- Systematically throughout tour
- 2. More than 14 months before PRD
- 3. 11 to 14 months before PRD
- 4. 7 to 10 months before PRD
- 5. 3 to 6 months before PRD
- 6. Within 3 months before PRD
- . I didn't do this
- 8. Not applicable

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	COLUMN TRAN LOCATION
1. Detailer	D7A	D7A	D7A	E5A	-	-	-	- 2261
2. Advice Sen.	D7B	D7B	D7B	E5B	-	-	-	- 1 2262
3. Advice Peer	D7C	D7C	D7C	E5C	-	-	-	- 2263
4. Spouse/Fam.	ם דם	D7D	D7D	E5D	-	-	-	- 1 2264
Location	D7E	D7E	D7E	E5E	-	-	-	- 2265
6. Billets	D7F	D7F	D7F	E5F	-	-	-	- 2266
7. Duty	D7G	D7G	D7G	E5G	-	-	-	- 1 2267
8. Officer	D7H	D7H	D7H	E5H	-	-	-	- 2268

ENTRY NAME: NO ONE INTERVENED DURING REASSIGNMENT

SECTION: Assignment Process

SECTION ITEM NO.: 008

DEFINITION:

A one-digit response indicating either an officer had no previous assignment or used no one to intervene in reassignment.

ITEM(S):

What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

If you had no previous assignment or used no one to intervene on your behalf. Please mark here.

- 1. No previous assignment
- 2. No one

ITEM	OWA	SWO	GURL	DESIG W	OR GOR	RET	TRAN	COLUMN LOCATION
No one	D8	D8	D8	_		_	_	2269
								!
								†
								† !
								!
								1
								1

ENTRY NAME: INDIVIDUALS USED TO INTERVENE ON BEHALF

SECTION: Assignment Process SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses indicating whether an individual was used or not used to intervene on officers' behalf during reassignment.

ITEM(S):

What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

- 1. My CO/XO/ISIC
- 2. CO/ISIC of the billet I wanted
- 3. A senior officer in my direct chain of command from my previous assignment
- 4. A senior officer from the command of my desired assignment
- 5. A senior officer from my command but not in the chain of command of either assignment
- 6. A senior officer from outside my community
- 7. Other

- 1. Used Individual
- 2. Did Not Use Individual

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	1	COLUMN LOCATION
1.CO/XO/ISIC	D8A	D8A	D8A	_	~	_	_		1	2270
2.CO of billet	D8B	D8B	D8B	-	-	-	-	-	İ	2271
3.Prev. assig.	D8C	D8C	D8C	-	~	-	-	-	1	2272
4.Desire assi.		D8D	D8D	-	~	-	-	-	1	2273
5.Not either	D8E	D8E	D8E	-	~	-	-	-	1	2274
6.Sen. outside	D8F	D8F	D8F	-	~	-	-	-	-	2275
7.0ther	D8G	D8G	D8G	-	~	-	-	-	1	2276
									1	

ENTRY NAME: EXPERIENCE IN OBTAINING ASSIGNMENT

SECTION: Assignment Process SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating officers' experience in obtaining current assignment.

ITEM(S):

Which one of the following statements best describes your experience in obtaining your current assignment?

- 0. Haven't been through reassignment
- Tended to run smoothly-my detailer located an acceptable billet relatively quickly.
- Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way
- 3. Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
- 4. Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received.
- 5. Tended to be a completely hopeless situation.
 No amount of effort on my part or by others
 was successful in influencing the system.

ITEM	AWO	SWO	DESIG WOR		TRAN LO	
	D9		E4 -	 	- 227	

. NOTES:

Response scale differs in:

AWO: This questionnaire doesn't include choice number (4) "Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received". Instead, number (4) in the AWO questionnaire corresponds to number (5). Wording is slightly different. AWO questionnaire is worded "Tended to be a completely frustrating situation. No amount of effort on my part or by others was successful in influencing the system".

Stem differs in:

GOR: Which one of the following statements best describes your experiences in obtaining assignments in the Navy?

ENTRY NAME: METHODS FOR DETAILER INTERACTION

SECTION: Assignment Process SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses indicating the effectiveness of various methods for interacting with detailer.

ITEM(S):

How effective do you feel each of the following methods are for interacting with your detailer?

- 1. Preference Card
- 2. Letter
- 3. Telephone
- 4. Personal visit
- 5. Detailer field trip

- 1. Very Ineffective
- 2. Ineffective
- 3. So-So
- 4. Effective
- 5. Very Effective

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Pref. Card 2. Letter 3. Telephone 4. Visit 5. Field trip	D10B D10C D10D		D10A D10B D10C D10D D10E	-	-		-	-	2278 2279 2280 2281 2282

ENTRY NAME: DETAILER EVALUATION

SECTION: Assignment Process SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses evaluating aspects of current detailer knowledge and counseling.

ITEM(S):

If you have formed an opinion of your current detailer, evaluate your detailer in the below areas. If not, please evaluate your former detailer.

- 1. Knowledge of current policy trends
- 2. Knowledge of which billets are available
- Knowledge of requirements and duties of available billets
- 4. Knowledge of my career development needs
- 5. Knowledge of my personal desires
- 6. Returns telephone calls
- 7. Shares information
- 8. Knowledgeable of previous communications
- 9. What (s)he says can be trusted
- 10. Looks out for my best interests
- 11. Listens to my problems, desires, needs, etc.
- 12. Provides useful career counseling
- 13. Responds to correspondence
- 14. Availability
- 15. Provides useful career counseling on "tickets to be punched"
- 16. Provides useful career counseling on "right contacts" to make

- 1. Very Negative
- 2.
- 3.
- 4. Neutral
- 5.
- Very Positive
- ø. Don't Know

ITEM A	WO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Poli. trend D)11A	D11A	DllA	E6A	_	_	-	- 1	2283
2. Billets D)11B	D11B	D11B	E6B	-	-	-	- i	2284
		D11C	D11C	E6C	-	-	_	- i	2285
		D11D	D11D	E6D	-	-	-	- i	2286
		D11E	D11E	E6E	-	-	-	- i	2287
6. Phone calls D	011F	D11F	D11F	E6F	-	_	-	- i	2288
7. Shares info.D		D11G	D11G	E6G	-	-	-	- i	2289
8. Prev. comm. D)11H	D11H	D11H	E6H	-	-	-	- 1	2290
_)11I	D11I	D11I	E6I	-	-	-	- 1	2291
10.Interests D)11J	D11J	D11J	E6J	-	-	-	- i	2292
11.Listens D)11K	D11K	D11K	E6K	-	-	-	- i	2293
12.Useful coun.D)11L	D11L	D11L	E6L	-	-	_	- i	2294
		D11M	D11M	E6M	-	-	_	- i	2295
14.AvailabilityD		D11N	D11N	E6N	_	-	_	- i	2296
-		D110	D110	E60	-	_	_	- i	2297
16.Contacts D)11P	D11P	D11P	E6P	_	_	_	- i	2298
								i	
								1	
								1	
								i	

NOTES:

Response scale differs in:

DESIG: Response number (8) is N/A.

ENTRY NAME: WHICH DETAILER EVALUATED

SECTION: Assignment Process SECTION ITEM NO.: 012

DEFINITION:

A one-digit code indicating which detailer was evaluated.

ITEM(S):

Which detailer did you evaluate?

- 1. Current detailer
- 2. Former detailer

ITEM	AWO	SWO	DESIG WOR		COLUMN LOCATION
Detailer		D12	 E7 -		

ENTRY NAME: COMMUNITY OF FORMER DETAILER

SECTION: Assignment Process SECTION ITEM NO.: 013

DEFINITION:

A one-digit code indicating whether former detailer was from current or previous community.

ITEM(S):

If you evaluated your former detailer, was (s)he from your current or previous community?

- 1. Current community
- 2. Former detailer

ITEM	AWO	SWO	 DESIG WOR	 	TRAN	COLUMN LOCATION
			E8 -			

ENTRY NAME: NUMBER OF TIMES SPOKEN WITH DETAILER

SECTION: Assignment Process SECTION ITEM NO.: 014

DEFINITION:

A one-digit code indicating number of times spoken to current detailer.

ITEM(S):

How many times have you spoken to your current detailer?

- 1. 0
- 2. 1
- 3. 2
- 4. 3
- 5. 4
- 6. 5
- 7. 68. 7 or more times

ITEM	AWO	SWO	DESIG WOR		•
No. of times					

ENTRY NAME: EVALUATION OF FIELD TRIP

SECTION: Assignment Process SECTION ITEM NO.: 015

DEFINITION:

A series of one-digit responses evaluating a detailer field trip meeting.

ITEM(S):

If you have attended a detailer field trip meeting in the last two years, to what extent:

- 1. Did it provide clarification of assignment policies and practices?
- 2. Did it give you an appreciation of officer career paths and alternatives?
- 3. Did it resolve some assignment problems you had?
- 4. Was it conducted in an open and honest manner?
- 5. Was it a useful and beneficial meeting?

- 1. Very Little
- 2.
- 3.
- 4. Some
- 5.
- 6.
 - . Very Great
- . Not Attended

ITEM AWO	SWO	GURL	DESIG WOR	GOR	RET	COLUMN TRAN LOCATION
1.ClarificationD14A 2.Alternative D14B 3.Resolve prob.D14C 4.Open/honest D14D 5.Useful D14E	D14B D14C D14D	D14B D14C D14D			- - - -	- 2302 - 2303 - 2304 - 2305 - 2306

ENTRY NAME: DEPENDENCE ON DETAILING SYSTEM

SECTION: Assignment Process SECTION ITEM NO.: 016

DEFINITION:

A one-digit code indicating an officer's degree of dependence on the detailing system.

ITEM(S):

I cannot depend upon the detailing system to find a job that I want.

RESPONSE SCALE:

1. Strongly Disagree

2.

3.

4. Neutral

5. 5.

. Strongly Agree

ITEM	AWO	SWO	DESIG	-	 	 COLUMN LOCATION
Detailing		D15	E9			-

ENTRY NAME: DETAILER ASSESSMENT

SECTION: Assignment Process SECTION ITEM NO.: 017

DEFINITION:

A series of one-digit responses evaluating the detailer who assigned the officer to his/her current command.

ITEM(S):

Please indicate your degree of agreement with the below statements. Use the provided scale in answering the statements about the detailer who assigned you to your current command.

- 1. I was favorably impressed with the way my detailer handled our interactions
- My detailer tended to have a closed mind, and thus I could not influence him/her
- My detailer made a sincere effort to meet my needs or to explain why he/she couldn't
- 4. The detailer located for me the best billet that he/she could, given the circumstances

- 1. Strongly Disagree
- 2.
- 3.
- 4. Neutral
- 5. 6.
- Strongly Agree
- . Not Assignea

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Impressed 2.Closed mind 3.Sincere 4.Best billet	D16C	D16A D16B D16C D16D	D16A D16B D16C D16D	E10A E10B E10C E10D	-	- - -	- - -	- - -	2308 2309 2310 2311
								; ; ;	
								1	

NOTES:

Response scale differs in:

DESIG: In this questionnaire there is no number (8) choice. The response scale only goes from 1 to 7.

ENTRY NAME: NOT DISAPPOINTED WITH ASSIGNMENT

SECTION: Assignment Process SECTION ITEM NO.: 018

DEFINITION:

A one-digit response indicating whether or not officer was disappointed with the assignment received.

ITEM(S):

If you were not disappointed please mark here.

1=Not Disappointed+

ITEM	OWA	SWO	DESIG WOR		•
Not disappoi.					

ENTRY NAME: DISAPPOINTED WITH ASSIGNMENT RECEIVED

SECTION: Assignment Process SECTION ITEM NO.: 018

DEFINITION:

A series of one-digit responses indicating agreement with statements concerning assignment received.

ITEM(S):

If you were disappointed with the assignment received, indicate your degree of agreement with the below statements.

- My detailer conveyed the news of my new assignment in a callous fashion
- 2. My detailer attempted to explain why the assignment was made

- 1. Strongly Disagree
- 2.
- 3.
- 4. Neutral
- 5.
- 6.
 - . Strongly Agree
- . Not Assigned

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Callous 2. Explained	D17A D17B	D17A D17B	D17A D17B	-	-	-	-	- ! 	2313 2314

ENTRY NAME: DETAILER DESIGNATOR DURING ASSIGNMENT

SECTION ITEM NO.: 019 SECTION: Assignment Process

DEFINITION:

A one-digit code indicating the designator of the detailer who assigned officer to present command.

ITEM(S):

What was the designator of the detailer who assigned you to your present command?

- 1. 110X (General URL)
 2. 111X (Surface Warfare)
- 3. Other
- 4. Don't know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Designator		_	D18	-	-		_	-	2315
								! !	
								1	
							•	; ;	
								, ,	
								; 	
								ļ	

ENTRY NAME: DESIGNATOR OF CURRENT DETAILER

SECTION ITEM NO.: 020 SECTION: Assignment Process

DEFINITION:

A one-digit code indicating the designator of the officers' current detailer.

ITEM(S):

The designator of my current detailer is:

- 1. 110X (General URL)
 2. 111X (Surface Warfare)
 3. Other
 4. Don't Know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Designator	-	-	D19	-	-	-	_	-	2316
									!
									1
									1
									1

ENTRY NAME: 1984 POLICY CHANGE FOR GENERAL URL OFFICERS

SECTION: Assignment Process SECTION ITEM NO.: 021

DEFINITION:

A series of one-digit responses indicating level of agreement with statements regarding the 1984 policy change for General URLs.

ITEM(S):

As a result of a 1984 policy change, General URLs are now detailing all 1100s (except CAPTs and CDRs who have been screened for command). Previously, SWOs handled this function, for the most part. Indicate your level of agreement with each of the following statements concerning this policy change

- 1. The ambiguous nature of the GURLs career path was the primary problem involved in reassignment, not the fact....our community
- 2. The new system means that GURLs have lost some of the parity they had gained with surface warfare specialists
- 3. The quality of the detailer is the important issue, or GURL
- 4. GURL detailers will be more knowledgeable....SWO predecessors
- 5. GURL detailers will have less power....their SWO predecessors
- 6. I will now be able to select from a wider....the old system
- 7. GURL detailers will be more knowledgeable....SWO predecessors
- 8. The new system means that GURLs are less....enhancing billets
- 9. SWO detailers who sit on selection...did under the old system
- 10. GURL detailers will have more information.... SWO predecessors
- 11. GURL detailers will be more informed than...to the GURL officer
- 12. The detailing system, for the most part, has been improved
- 13. The detailing system has become less responsive to the needs of GURL officer

- 1. Strongly Disagree
- 2.
- 4. Neutral
- 5.
- Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Ambiguous	_	_	D20A	_	_	-	_	-	2317
2.Lost parity	_	_	D20B	-	-	-	_	-	2318
3.Quality	_	-	D20C	-	-	-	-	-	2319
4.Knowledge	-	-	D20D	-	-	_	_	-	2320
5.Less power	-	-	D20E	-	-	_	-	-	2321
6.Billets	•••	-	D20F	_	_	-	-	_	2322
7.Tickets	-	_	D20G	-	_	_	-	-	2323
8.Enhancing	_	-	D20H	-	_	-	-	-	2324
9.Patterns	-	-	D20I	-	-	_	_	-	2325
10.Dead ends	-	-	D20J	~	_	-	-	-	2326
11. Viable paths	3 -	-	D20K	-	-	_	-	-	2327
12.Improved	-	-	D20L	-	-	_	-	-	2328
13.Responsive			D20M						2329

APPENDIX F DECISION PROCESS

ENTRY NAME: YEARS IN ACTIVE DUTY SERVICE

SECTION: Decision Process SECTION ITEM NO.: 001

DEFINITION:

h two-digit code indicating number of years an officer plans to remain in active duty.

ITEM(S):

How many more years do you plan to remain on active duty?

- 1. 2
- 2.
- 3. 3
- 4. 4
- 5 5.
- 6. 6
- 7. 7
- 8. 8
- 9. 9
- 10. 10
- 11. 11
- 12. 12 13. 13
- 14. 14
- 15. 15
- 16. 16
- 17. 17
- 18 18.
- 19 19.
- 20. 20
- 21. 20+

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Yrs active	E1	E1	£1	G6	-	-	_		2330-2331
									1

NOIES:

Response scale differs in:

DESIG: How many years from now do you plan to remain on active duty? ______years.

ENTRY NAME: NAVY WANTS YOU

SECTION: Decision Process SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating whether officer feels the Navy wants him/her to continue as an active duty naval officer.

ITEM(S):

Lo you feel that the Navy wants you to continue your career as an active duty naval officer?

- 1. Definitely Not
- 2.
- 3.
- 4. Don't Know
- 5.
- 6.
- 7. Definitely Does

ITE'M	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Wants You	E2	E2	E2	G7		_	-	-	2332
									1
									- -
									1
									1
									1
									!
									1
									1

ENTRY NAME: GOOD IDEA OF AVAILABLE BILLETS

SECTION: Decision Process SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating whether officer has a good idea of available billets when completing preference card.

ITEM(S):

When you are (or "should be") completing your Officer Preference Card, do you have a good idea of available billets for which you would be fully competitive?

- 1. Definitely Do Not
- 2.
- Somewhat
- 5. 6.
- 7. Definitely Do

ITEM	AWO	SWO		DESIG WOR		COLUMN LOCATION
Good Idea	E3	_	_	E3 -		

ENTRY NAME: BILLETS REFLECT PAST PERFORMANCE

SECTION: Decision Process

SECTION ITEM NO.: 004

DEFINITION:

A cne-digit code indicating whether officer feels billets received reflect experience and past performance.

ITEM(S):

Do you feel the billets you have received reflected your experience and past performance?

- Definitely Do Not
- 2.
- 3.
- 4. Somewhat
- 5.
- 6.
- 7. Definitely Do

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Reflect	E4	E4	E4	G8	_	F3	_	-	2334

NOTES:

Question and Response scale differ in:

DESIG: The billets that I received were a good reflection of my past experience and performance.

1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree

ENTRY NAME: EVALUATING ASPECTS OF NAVY CAREER

SECTION: Decision Process SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses evaluating aspects of Navy career.

ITEM(S):

What is your evaluation of the following aspects of a Navy career?

Detailers
 Continuity of detailers

- * Each survey contained
- * only one of these

- Assignments received
- 3. Change of assignments at 2-3 year intervals
- 4. Possibility of change of geographic location with assignment changes
- 5. Sea duty
- 6. Shore duty
- 7. Overseas assignments, accompanied
- 8. Overseas assginemtns, unaccompanied
- 9. Benefits
- 10. Medical benefits/care
- 11. Amount of paperwork
- 12. Liberty ports
- 13. Crisis management
- 14. Fellow Navy officers
- 15. Leadership provided to you
- 16. Work hours

- Very Negative
- 2.
- 3.
- 4. Neutral
- 5.
- 6.
- Very Positive

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Detailer	E5A	E5A	E5A	_	C1A	C1A	_	-	2335
2. Assignments	E5B	E5B	E5B	-	C1B	C1B	-	-	2336
3. Change Assi	.E5C	E5C	E5C	-	C1C	C1C	-	-	2337
4. Location	E5D	E5D	E5D	-	C1D	C1D	-	-	2338
5. Sea duty	E5E	E5E	-	-	C1E	_	-	-	2339
6. Shore duty	E5F	E5F	-	-	C1F	-	-	_	2340
7. Overseas/ac	.E5G	E5G	E5E	-	_	_	-	-	2341
8. Overseas/un	.E5H	E5H	E5F	-	-	_	-	_	2342
Benefits	E5I	E5I	E5G	-	C1G	C1E	-	_	2343
10.Medical	-	-	-	-	ClH	C1F	-	-	2344
11.Paperwork	-	-	-	-	ClI	C1G	_	-	2345
12.Lib. ports	-	-	_		C1J	_	-	_	2346
13.Crisis	-	-	-	-	C1K	C1H	-	-	2347
14.Fellow off.	-	-	-	-	C1L	ClI	-	-	2348
15.Leadership	-	-	-	_	C1M	C1J	-	_	2349
16.Work hrs.	-	-	-	-	ClN	C1K	-	-	2350
									i]

NOTES:

Response scale differs in:

WOR & GOR: 1=Very Negative

2

3=Neutral

4

5=Very Positive

ENTRY NAME: EVALUATION OF FLYING IN PREVIOUS NAVY CAREER

SECTION: Decision Process SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses evaluating aspects of previous Navy career.

ITEM(S):

What is your evaluation of the following aspects of your previous Navy career?

- 1. Amount of flying time
- 2. Quality of flying time

- Very Negative
- 2.
- 3. Neutral
- 4.
- 5. Very Positive

ITEM	AWO	SWO		DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Amount 2. Quality	- - -	- - -	- -		FA3A FA3B	~			2351 2352

NOTES:

These questions were in WOR, but for AWOs only.

ENTRY NAME: PREPARATION FOR CIVILIAN EMPLOYMENT

SECTION: Decision Process SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating how prepared officer is to seek civilian employment.

ITEM(S):

If you were to seek civilian employment, how rrepared are you to do so?

- Essentially Unprepared 1.
- 2. 3.
- Neither Prepared nor Unprepared 4.
- 5. 6.
- 7. Essentially Prepared

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Prepared	E6	E6	E6	G9	_	-	-	-	2353

NOTES:

Response scale differs in:

DESIG: 1=Totally Unprepared
2
3
4=Neutral
5
6
7=Totally Prepared

ENTRY NAME: HELP OF SUBSPECIALTY IN JOB

SECTION: Decision Process

SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses evaluating the help of subspecialty in finding and performing a job.

ITEM(S):

Please use the following scale to answer "a" and "b". Record your numerical response in the blank provided.

If you obtained a subspecialtv(ies) in the Navy, did it (they) help you

- a. Find a job,
- b. Perform on this job.

- 1. Not at all
- 2. Somewhat
- 3. Moderately
- 4. Very much
- 5. Extremely
- 6. Had no subspecialty

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	itran	COLUMN LOCATION
1. Find a job 2. Perform job	 -	-	-		-	-	B3A B3B	<u>-</u>	2354 2355

ENTRY NAME: LEAVE THE NAVY PRIOR TO RETIREMENT

SECTION: Decision Process SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating whether officer would leave Navy prior to retirement.

ITEM(S):

If you had to do it over again, would you leave the Navy prior to retirement?

- 1. Definitely Would Not
- 2. Probably Would Not
 3. Uncertain
 4. Probably Would

- 5. Definitely Would

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Leave prior	-	-	-	_	C2	C2	-	-	2356
									! !
									<u> </u>
									
									
									, [
									1

ENTRY NAME: NAVY MADE STRONG EFFORT TO KEEP YOU

SECTION: Decision Process SECTION ITEM NO.: 010

DEFINITION:

A one-digit code indicating whether Navy made strong effort to have officer continue as an active duty officer.

ITEM(S):

During the year before you left, do you feel the Navy made a strong effort to have you continue your career as an active duty officer?

- 1. Definitely Did Not
- 2. Probably Did Not
- 3. Probably Did
- 4. Definitely Did

ITEM	AWO	SWO	GURL	DESIG WO	R GOR	RET	TRAN	COLUMN LOCATION
Made effort	-	-	-	- c	3 C3	_	- i	2357
							1 1 1	

ENTRY NAME: FACTORS THAT AFFECT CAREER CHANGE

SECTION: Decision Process SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses evaluating the presence of various factors which affect the career change process.

ITEM(S):

Listed below are a number of factors that can affect the career change process. Do you agree... which civilian career or job type to pursue?

- 1. Free of worry about meeting financial obligations.
- 2. Spouse and/or family supportive of career change plans (N/A=8).
- 3. Friends supportive of career change plans.
- 4. Access to others making career changes.
- Confidence in my ability to make a successful career change. Confidence in my ability to make the "right" decisions.
- 7. A willingness to take the risks necessary to change careers.
- 8. Control of my life.
- 9. A job market that accepts individuals who are middle age.
- 10. Confidence in my ability to handle the stresses associated with a career change.
- 11. Skills necessary for meeting civilian job requirements.
- Sufficient formal education for a career change.
- 13. Physical health.
- No major personal problems. No major family problems. 14.
- 15.

- Strongly Agree
- 2. 3.
- 4. Neutral
- 5.
- 6.
- Strongly Disagree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Financial	-	-	-	-	_	_	D1A	-	2358
2. Spouse	-	-	_	_	-	-	D1B	-	2359
3. Friends	_	-	-	_	-	-	D1C	-	2360
4. Access other	rs-	-	-	-	-	-	D1D	-	2361
5. Confidence	-	-	-	-	-	_	DIE	-	2362
6. Conf. decis		-	-	-	-	-	D1F	-	2363
Take risk	-	-	-	-	-	-	D1G	-	2364
8. Control	-	-	-	-	-	-	D1H	-	2365
Middle age	-	-	-	_	-	-	DlI	-	2366
10.Stress	-	-	-	_	-	-	DlJ	-	1 2367
ll.Skills	_	-	-	-	-	-	DlK	_	2368
12.Education	-	-	-	-	-	-	D1L	-	2369
13.Health	-	-	-	_	_	-	D1M	-	2370
14.Personal	-	_	-	-	-	-	D1N	-	2371
15. Family Prob.		-	_	_	-	-	D10	-	2372
									1

ENTRY NAME: OPPORTUNITY IN NAVY VERSUS CIVILIAN LIFE (CIVNAV1)

SECTION: Decision Process SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating the opportunity of obtaining various characteristics in the Navy versus obtaining them in a civilian career.

ITEM(S):

Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

- 1. Interesting and challenging work
- 2. Ability to plan work
- 3. Work hours
- 4. Minimal work stress
- 5. Freedom from hassle
- 6. Own initiative
- 7. Pay and allowances
- 8. Health benefits/care
- 9. Job security
- 10. Family stability
- 11. Desirable place to live

- 1. Substantially Better
- 2. Much Better
- 3. Better
- 4. Comparable
- 5. Better
- 6. Much Better
 - . Substantially Better

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Interesting 2. Plan work 3. Work hrs. 4. Stress 5. Hassle 6. Initiative 7. Pay	E7B E7C E7D E7E E7F E7G	E7A E7B E7C E7D E7E E7F	E7A E7B E7C E7D E7E E7F E7F	G11A G11B G11C G11D G11E G11F G11G	C15A C15B C15C C15D	C16A C16B C16C C16D C16E	B12A B12B B12C B12D B12E B12F B12F	- - - - -	2373 2374 2375 2376 2377 2378 2379
8. Health 9. Security 10.Stability 11.Living	E7H E7I E7J E7K	E7H E7I E7J E7K	E7H E7I E7J E7K	G11H G11I G11J G11K	C15F C15G C15H C15I	C16F C16G C16H C16I	B12H B12I B12J B12K	- - -	2380 2381 2382 2383

NOTES:

For question #10 Family Stability, RET survey gives the choice of (N/A=8).

ENTRY NAME: CIVNAV2

SECTION: Decision Process SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating the opportunity of obtaining various characteristics in the Navy versus obtaining them in civilian life.

ITEM(S):

Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

- 12. Desirable co-workers
- 13. Recognition
- 14. Responsibility
- *Each survey contained *only one of these
- 17. Retirement program
- 18. Variety of assignments
- 19. Educational opportunities
- 20. Promotional opportunities
- 21. Social relationships
- 22. Amount of crisis management Freedom from crisis management
- 23. Leadership opportunities

*Each survey contained

*only one of these

- 1. Substantially Better
- 2. Much Better
- 3. Better
- 4. Comparable
- 5. Better
- 6. Much Better
 - . Substantially Better

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
12.Co-workers 13.Recognition 14.Responsibi. 15.Spouse inte 16.Superiors 17.Retirement 18.Variety 19.Education 20.Promotions 21.Social rel. 22.Crisis mana 23.Leadership	E7N .E7O .E7P E7Q E7R E7S E7T E7U	E7L E7M E7N E7O E7P E7Q E7R E7S E7T E7U	E7L E7M E7N E7O E7P E7Q E7R E7S E7T E7U E7V	G11L G11M G11N G11O G11P G11Q G11R G11S G11T G11U G11V	C15J C15K C15L C15M - - - - C15N	C16J C16K C16L C16M - - - - - C16N	B12L B12M B12N B12O B12P B12Q B12R B12S B12T B12U B12V	- - - - - - -	2384 2385 2386 2387 2388 2389 2390 2391 2392 2393 2394 2395
_									

NOTES:

This is a continuation of "OPPORTUNITY IN NAVY VERSUS CIVILIAN LIFE".

In RET survey, question #15 "Chance for spouse to develop own interests" has N/A=8 as a response choice.

ENTRY NAME: CHARACTERISTICS MOST AND LEAST IMPORTANT (CIVNAV1)

SECTION: Decision Process SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating the most and least important characteristics.

ITEM(S):

Please go back to question 12 and circle those 5 characteristics that are most important to you and cross out those 5 characteristics that are least important to you.

- 1. Interesting and challenging work
- 2. Ability to plan work
- 3. Work hours
- 4. Minimal work stress
- 5. Freedom from hassle
- 6. Own initiative
- 7. Pay and allowances
- 8. Health benefits/care
- 9. Job security
- 10. Family stability (N/A=8)
 11. Desirable place to live

- Least important (crossed out)
- 2. Blank
- 3. Most important (circled)

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN		COLUMN LOCATION
1. Interesting	_	_	_	-	_	_	B13A	_	1	2396
2. Planning	-	-	_	-	-	-	B13B	-	İ	2397
3. Work hrs.	-	-	-	-	-	-	B13C	-	Ì	2398
4. Stress	_	-	-	-	_	-	B13D	-	1	2399
Hassle	-	-	-	-	-	-	B13E	-	-	2400
Initiative	-	-	-	-	_	-	B13F	-	-	2401
7. Pay	-	-	-	-	-	-	B13G	-	1	2402
Benefits	-	-	-	-	-	-	B13H	-	l	2403
9. Security	-	-	-	-	-	-	B13I	_	1	2404
10.Stability	-	-	-	-	-	-	B13J	-	1	2405
11.Living	-	-		-	-	-	B13K	-		2406

ENTRY NAME: CHARACTERISTICS MOST AND LEAST IMPORTANT (CIVNAV2)

SECTION: Decision Process SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating the most and least important characteristics.

ITEM(S):

Please go back to question 12 and circle those 5 characteristics that are most important to you and cross out those 5 characteristics that are least important to you.

- 12. Desirable co-workers
- 13. Recognition
- 14. Responsibility
- 15. Chance for spouse to develop own interests (N/A=8)
- 16. Quality of superiors
- 17. Retirement program
- 18. Variety of assignments
- 19. Educational opportunities
- 20. Promotional opportunities
- 21. Social relationships
- 22. Leadership opportunities

- Least Important (crossed out)
- 2. Blank
- Most Important (circled)

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
12.Co-workers	_	_	_	_	_	-	B13L	_	1 2407
13.Recognition	_	-	-	-	_	-	B13M	-	2408
14.Responsibil.	, –	-	_	-	-	-	B13N	-	2409
15.Spouse inter	c	-	-	-	-	-	B130	-	2410
16.Superiors	-	-	-	-	-	_	B13P	-	2411
17.Retirement	-	-	-	-	-	-	B13Q	-	2412
18.Assignments	-	-	_	-	-	-	B13R	-	2413
19.Education	-	-	-	-	_	-	B13S	-	2414
20.Promotion	-	-	-	-	-	-	B13T	_	2415
21.Social	-	-	-	-	-	. -	B13U	-	1 2416
22.Leadership	-	_	-	-	-	-	B13V	-	2417

NOTES:

This is a continuation of "CHARACTERISTICS MOST AND LEAST IMPORTANT".

ENTRY NAME: CAREER DECISIONS

SECTION: Decision Process SECTION ITEM NO.: 014

DEFINITION:

A series of one-digit responses indicating officers' decisions for various career options.

ITEM(S):

Indicate what your decision was, if one has been made, for the following career options.

- I have decided to:
 - 1. Obtain a master's degree
 - 2. Request PG School
 - 3. Make the Navy a career
 - 4. Qualify for a different aircraft

 - 6. Obtain a proven subspecialty
 - 7. Remain geographically stable
 - 8. Request Staff or War College
 - 9. Accept a Washington headquarters staff assignment
 - 10. Strive for Command *Each survey
 Strive for operational squadron *contained only
 command *one of
 Strive for Command at sea *these choices
- 11. Prepare for a career outside the Navy

- 1. No
- 2. Undecided
- 3. Yes

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Master's	E8A	_	E8A	-	_				2418
2. PG School	E8B		E8B	-	_	_	_	-	2419
3. Navy caree:		E8D	E8C	-	_	-	-	-	2420
4. Aircraft	E8D	-	-	-	-	_	_	_	2421
5. Desig. char	ngeE8E	E8E	-	-	-	_	-	-	2422
6. Subspecial	ty E8F	E8H	E8F	-	-	-	-	-	2423
7. Geographic	al E8G	E8J	E8E	-	-	-	-	_	2424
8. Staff or W	ar E8H		E8G	-	-	-	-	-	2425
9. Wash. head			E8H	-	-	-	-	-	2426
10.Squadron			E8I	-	-	-	-	-	2427
11.Outside Na	vy E8K	E8L	E8J	-	-	-	-	-	1 2428
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NOIES:

ENTRY NAME: CAREER DECISIONS (CONT.)

SECTION: Decision Process SECTION ITEM NO.: 014

DEFINITION:

A series of one-digit responses indicating officers' decisions for various career options.

ITEM(S):

- 12. Remain in the Navy beyond eligible retirement date
- 13. Strive for CAPT
- 14. Strive for flag rank
- 15. Seek a designator change to Material Professional
- 16. Obtain designation as a subspecialist
- 17. Follow my spouse's career
- 18. Strive for XO assignment
- 19. Complete SWO PQS
- 20. Request Dept. Head School
- 21. Complete EOOW Qual
- 22. Complete qualification for Command

- 1. No
- 2. Undecided
- 3. Yes

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
12.Remain in	E8L	E8M	E8K	_	_		_	-	1 2429
13.Strive CAPT	E8M	E80	E8L	-	_	_	-	_	2430
14.Strive Flag	E8N	E8P	E8M	-	_	-	-	-	2431
15. Change to MP	E80	E8Q	E8N	-	-	-	-	-	2432
16.0btain Subsp	_	-	E8D	-	-	-	_	-	1 2433
17.Spouse's	_	-	E80	-	-	-	-	-	2434
18.XO assign.	-	-	E8P	-	-	-	-	-	1 2435
19.SWO PQS	-	E8A	_	-	-	-	-	_	1 2436
20.Dept Head	-	E8B	-	-	-	-	-	-	2437
21.EOOW Qual	-	E8F	_	-	-	-	_	-	1 2438
22.Jommand	-	E8G	-	-	-	-	-	-	1 2439
									1

ENTRY NAME: CHARACTERISTICS LEADING TO DESIGNATOR CHANGE

SECTION: Decision Process SECTION ITEM NO.: 015

DEFINITION:

A series of one-digit responses indicating the importance of various characteristics to officers' decisions to change designator.

ITEM(S):

Please indicate the importance of each of the following to your decision to change designator

- 1. More shore duty
- 2. Prepare for career outside of the Navy
- 3. Greater geographical stability
- 4. Greater opportunity for promotion
- 5. To utilize technical education
- 6. More time with family
- 7. More interesting and challenging work
- 8. Develop greater technical skill
- 9. Failure to progress in previous community
- 10. Physically unable to continue in previous community
- 11. Clearer career path
- 12. Minimal work stress
- 13. Chance for spouse to develop own interests
- 14. Recognition for technical accomplishments
- 15. Greater freedom from hassle
- 16. Enjoy being a specialist
- 17. Amount of crisis management
- 18. Technical control of work
- 19. Chance to solve technical problems

- 1. Not Important
- 2.
- 3. Somewhat Important
- 4.
- 5. Extremely Important
- 6. N/A

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Shore duty	_	_	-	C3A	_	_	_	_	2440
2. Outside Navy	y -		-	C3B	_	-	_	_	2441
3. Geographical	i -	_	_	C3C	-	-	_	_	2442
4. Promotion	-	_	_	C3D	-	-	-	-	2443
5. Tech. educat	t	_	-	C3E	-	-	-	_	2444
6. Family	-	_	-	C3F	-	-	-	-	2445
7. Interesting	-	_	_	C3G	-	-	-	-	2446
8. Tech. skill	-	-	-	СЗН	-	-	-	-	2447
9. Prev. Commu.		-	_	C3I	-	-	-	-	2448
10.Unable to	-	-	-	C3J	-	-	_	-	2449
11.Jareer path	-	-	-	C3K	-	_	-	-	2450
12.Work stress	-	-	-	C3L	-	-	-	-	2451
13. Spouse inter	r	-	-	C3M	-	-	-	-	2452
14.Recognition	-	-	-	C3N	_	-	-	-	2453
15.Hassle	_	-	_	C30	-	-	-	-	2454
16.Specialist	-	-	~	C3P	-	-	-	-	2455
17.Crisis manag	y. –	-	-	C3R	-	-	_	-	2456
18.Control work	c –	_	_	C3S	-	-	-	-	2457
9.Tech. proble	∍m-	-	-	C3T	-	-	-	-	2458
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ENTRY NAME: EVENTS LEADING TO DESIGNATOR CHANGE

SECTION: Decision Process SECTION ITEM NO.: 016

DEFINITION:

A series of one-digit responses indicating the events which lead to the decision to change designators.

ITEM(S):

What events led you to first think about changing designators?

- 1. Saw notice by current community for application
- 2. CO/ISIC suggested it
- 3. Other senior officer in my previous community suggested it
- 4. Detailer suggested it
- 5. Sought out by new community
- 6. Assignments in area
- 7. Family problems8. One of my peers changed

- 1. No
- 2. N/A
- 3. Yes

ITEM	/A	wo sv	0 GUR	L DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Saw no	tice -			C4A	_	_	_	_	2459
2. CO/ISI	c -		-	C4B	_	_	_	_	2460
3. Senior			· -	C4C	_	_	_	_	2461
4. Detail				C4D	_	_	_	_	2462
5. Sought					-	_	_	_	2463
6. Assign				~ 4	_	_	_	_	2464
7. Family			· _		_	_	_	_	2465
8. Peers			· _		_	_	_	_	2466

ENTRY NAME: YEAR STARTED THINKING ABOUT CHANGING DESIGNATOR

SECTION: Decision Process SECTION ITEM NO.: 017

DEFINITION:

A two-digit code indicating year in which officer first started thinking about changing designator.

ITEM(S):

Indicate the year you first started thinking about changing designator: 19__

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Year thinking	-	-	-	C5	-	-	_	_	2467-2468
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ENTRY NAME: NUMBER OF MONTHS TO DECIDE TO CHANGE DESIGNATOR

SECTION: Decision Process SECTION ITEM NO.: 018

DEFINITION:

A two-digit code indicating the number of months it took officer to decide to change designator.

ITFM(S):

Approximately how many months did it take you to decide to change your designator:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Number of mo.	-	_	-	C6	_	-	~	-	2469~2470
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ENTRY NAME: PREPARATION TO CHANGE DESIGNATOR

SECTION ITEM NO.: 019

DEFINITION:

A series of one-digit responses indicating what officers' did in order to prepare for a designator change.

ITEM(S):

Which of the following did you do specifically to prepare to change designator?

- Obtain a master's degree
 Obtain a subspecialty
 Post-graduate education

SECTION: Decision Process

- 4. Seek specific assignment

- 1. No
- 2. Yes

1. Master's C7A 2471 2. Subspecialty C7B 2472 3. Post-graduate C7C 2473 4. Seek assign C7D 2474	ITEM	OWA	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
	 Subspecial Post-gradu 	ate-			C7B C7C	- -	- - - -	- - - -		2472 2473

ENTRY NAME: BAD MOVE CHANGING DESIGNATOR

SECTION: Decision Process SECTION ITEM NO.: 020

DEFINITION:

A one-digit code indicating whether officer feels he/she made a bad move changing designators.

ITEM(S):

The more I think about it, the more I feel I made a bad move changing my designator:

- 1. Strongly Disagree
- 2.
- 3.
- 4. Neutral
- 5.
- 6.
- 7. Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Bad move	_	-	-	C1		-	~	_	1 2475
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ENTRY NAME: TIME SPENT THINKING ABOUT DECISION TO CHANGE DESIGNATOR

SECTION: Decision Process

SECTION ITEM NO.: 021

DEFINITION:

A one-digit code indicating whether more time should have been spent thinking about changing designator.

ITEM(S):

I should have spent more time thinking about changing my designator:

- 1. Strongly Disagree
- 2.
- 3.
- 4. Neutral
- 5.
- 6.
- 7. Strongly Agree

ITEM		DESIG WOR		TRAN	•
		C2 -			

ENTRY NAME: AVIATION SEA ASSIGNMENTS

SECTION: Decision Process SECTION ITEM NO.: 022

DEFINITION:

A series of one-digit responses rating Aviation Sea Assignments on their potential contribution to an aviator career.

ITEM(S):

Flease use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SEA ASSIGNMENTS

- 1. CO Carrier
- 2. XO Carrier
- 3. XO LHA

- 1. Strongly Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 6. Substantially Positive
 - . Strongly Positive
- 8. Don't Know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO-Carrier 2. XO-Carrier 3. XO-LHA	E9A1		-		-	-	-	- !	2477 2478 2479

ENTRY NAME: AVIATION SHIP'S COMPANY ASSIGNMENTS

SECTION: Decision Process SECTION ITEM NO.: 023

DEFINITION:

A series of one-digit responses indicating the potential contribution of various Aviation Ship's Company assignments to an aviator's career.

ITEM(S):

Flease use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SHIP'S COMPANY (CV, LHA, LPH)

- 1. Communications Officer
- 2. Navigator
- 3. Assistant Navigator
- 4. Weapons Officer
- 5. ASW Officer
- 6. Safety Officer
- 7. Operations Administrative Assistant
- 8. Air Operations Officer
- 9. Strike Operations Officer
- 10. CIC Officer
- 11. Assistant for Air Warfare
- 12. Assistant for ASW
- 13. Air Boss (Air Officer)
- 14. Aircraft Handling Officer
- 15. Catapult Officer
- 16. Flight Deck Officer
- 17. Hangar Deck Officer

- 1. Strongly Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 6. Substantially Positive Strongly Positive
- .. Don't Know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Communica.	E9B1	_	_	_	_	_		_	1 2480
2. Navigator	E9B2	-	-	-	_	-	-	_	2481
3. Asst. Navig	.E9B3	-	-	_	-	-	-	_	2482
4. Weapons	E9B4	-	-	-	-	-	-	-	2483
5. ASW Off.	E9B5	-	-	-	-	-	-	-	2484
6. Safety	E9B6	-	-	-	-	-	-	-	2485
7. Op Adm Asst	.E9B7	_	-	_	-	-	_	_	2486
8. Air Op. Off		-	_	-	-	-	-	-	2487
9. Strike Op.	E9B9	-	-	-	-	-	_	_	2488
10.CIC Officer	E9B10	-	-	-	_	-	-	_	2489
11.Asst. Warfa	.E9B11	-	-	_	-	_	-	_	2490
12.Asst. ASW	E9B12	-	-	-		-	-	_	2491
13.Air Boss	E9B13	-		-	-	_	_	-	2492
14.Aircraft	E9B14	_	-	_	-	_	-	_	2493
15.Catapult	E9B15	_	-	-	_	-	-	_	2494
16.Flight Deck	E9B16	_	-	-	-	-	_	_	1 2495
17. Hangar Deck	E9B17	-	-	-	_	_	_	_	2496
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ENTRY NAME: AVIATION AIR WING ASSIGNMENTS

SECTION: Decision Process SECTION ITEM NO.: 024

DEFINITION:

A series of one-digit responses indicating the potential contribution of various Aviation Air Wing assignments to an aviator's career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

AIR WING

- 1. CAG-Air Wing Commander (Assume it's an O-5 billet)
- CAG-Air Wing Commander (Assume it's an 0-6 billet)
- 3. Deputy CAG
- 4. CAG OPS
- 5. CAG ASW
- 6. CAG LSO

- 1. Strongly Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 6. Substantially Positive
- . Strongly Positive
- .. Don't Know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CAG 0-5 2. CAG 0-6	E9C1 E9C2	-	- -	-	-	- - -	-	-	2497 1 2498
3. Deputy CAG 4. CAG OPS 5. CAG ASW	E9C3 E9C4 E9C5	- - -	- - -	-	- - -	-	- - -	- - -	2499 2500 2501
6. CAG LSO	E9C6	-	-	-	-	~	-	-	2502
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ENTRY NAME: AVIATION SQUADRON ASSIGNMENTS

SECTION: Decision Process SECTION ITEM NO.: 025

DEFINITION:

A series of one-digit responses indicating the potential contribution of various Aviation Squadron assignments to an aviator's career.

ITEM(S):

Flease use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SQUADRON

- 1. XO/CO
- 2. Department Head (DH)-Administration
- 3. DH-Maintenance
- 4. DH-Operations
- 5. DH-Safety
- 6. DH-Training
- 7. Aviation Officer (OIC Helo Detachment)

- 1. Strongly Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- . Substantially Positive
- . Strongly Positive
- 8. Don't Know

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. XO/CO	E9D1	_	_	-	_	_	_	_	2503
	E9D2	-	_	_	-	_	_	_	2504
3. DH - in	E9D3	-	-	-	_	_	-	-	2505
4. DH - Oper.	E9D4	-	_	-	-	-	-		2506
5. DH - Safe.	E9D5	-	-	-	-	-	-	_	2507
6. DH - Train.	E9D6	-	-	-	-	-	-	-	2508
7. Avia. Offic	.E9D7	-	-	-	-	-	-	_	2509

ENTRY NAME: SWO SEA ASSIGNMENTS

SECTION: Decision Process SECTION ITEM NO.: 026

DEFINITION:

A series of one-digit responses indicating the potential contribution of various SWO Sea Assignments to an officer's career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to a SWO career (your community and designator).

SEA ASSIGNMENTS

- 1. Department Head (DH) -Weapons
- 2. DH-Engineering
- 3. DH-OPS
- 4. DH-CRUDES
- 5. DH-AMPHIB
- 6. DH-SERVICE
- 7. XO-CRUDES
- 8. XO-Non CRUDES
- 9. XO-NRF
- 10. CO-AE
- 11. CO-DD
- 12. Flag Aide

- 1. Strongly Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 3. Substantially Positive
 - . Strongly Positive
- 8. Not Realistic

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Dept. Head	_	E9A1	_	-	_	-	_	-	2510
2. DH-Engineer	-	E9A2	-	-	-	~	-	-	2511
3. DH-OPS	-	E9A3	-	-	-	~	-	-	2512
4. DH-CRUDES	-	E9A4	-	-	-	~	-	- 1	2513
5. DH-AMPHIB	-	E9A5	-	_	_	~	-	- !	2514
6. DH-SERVICE	-	E9A6	. -	_	-	-	-	- i	2515
7. XO-CRUDES	-	E9A7	-	-	-	~	-	-	2516
8. XO-NON CRU.	-	E9A8	_	-	-	~	-	- 1	2517
9. XO-NRF	-	E9A9	-	_	-	~	-	- i	2518
10.CO-AE	-	E9A10	-	-	-	-	-	- 1	2519
11.CO-DD	-	E9A11	-	-	-	-	-	- 1	2520
12.Flag Aide	-	E9A12	-	-	-	-	-	- i	2521
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ENTRY NAME: SWO SHORE ASSIGNMENTS

SECTION: Decision Process SECTION ITEM NO.: 027

DEFINITION:

A series of one-digit responses indicating the potential contribution of various SWO Shore Assignments to an officer's career.

ITEM(S):

Flease use your personal impressions to rate EVERY assignment below on its potential contribution to a SWO career (your community and designator).

SHORE ASSIGNMENTS

- Shore Support Unit (OIC)
- 2. SWOS-Basic Instructor
- 3. NROTC Instructor
- 4. OCS Instructor
- 5. Washington Tour-OPNAV
- 6. Washington Tour-NAV SEA
- 7. Major Shore Staff
- 8. Training Command (Enlisted)
- 9. Service College
- 10. Overseas Staff-WESTPAC
- 11. Overseas Staff-EUROPG

- 1. Strongly Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 6. Substantially Positive
- /. Strongly Positive
- 8. Not Realistic

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Shore Suppo	or	E9B1	-	_		-	-	-	2522
2. Basic Insti		E9B3	_	-	_	-	-	-	2523
3. NROTC Insti	r	E9B5	-	-	-	-	-	-	2524
4. OCS Instr.	-	E9B6	-	-	-	-	-	-	2525
5. OPNAV	-	E9B8	-	-	_	-	-	-	1 2526
6. NAV SEA	-	E9B9	_	-	_	-	-	-	2527
7. Major Shore	e –	E9B10	-	-	-	-	-	-	2528
8. Train. Com	n. –	E9B12	-	-	-	-	-	-	2529
9. Service Co.	11	E9B14	-	_	-	-	-	-	1 2530
10.WESTPAC	-	E9B15	-	-	-	-	-	-	2531
11.EUROPG	-	E9B16	-	-	-	-		-	2532

ENTRY NAME: AVIATION SHORE ASSIGNMENTS

SECTION: Decision Process SECTION ITEM NO.: 028

DEFINITION:

A series of one-digit responses indicating the potential contribution of various Aviation Shore Assignments to an officer's career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SHORE ASSIGNMENT

- 1. FRS (RAG) Instructor
- 2. CO/XO-Training Squadron
- 3. XO-Fleet Replacement Squadron (RAG)
- 4. CO-Fleet Replacement Squadron (RAG)
- 5. Test Pilot School
- 6. Washington Tour
- 7. Wing Staff
- 8. Naval Aviation Training Instructor
- 9. Top Gun Instructor
- 10. Strike University Instructor

- 1. Strongly Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 6. Substantially Positive
 - . Strongly Positive
- d. Don't Know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. FRS Instr	. E9E2	-	_	_	-	_	_	-	2533
2. CO/XO	E9E4	_	-	-	-	-	-	-	2534
3. XO - RAG	E9E5	-	-	-	-	-	-	-	2535
4. CO - RAG	E9E6	-	-	-	-	-	-	-	2536
5. Test Pilo	t E9E7	-	-	-	-	_	-	-	2537
6. Wash. Tou	r E9E9	-	-	-	-	-	-	-	2538
7. Wing Staf	f E9E10	-	-	-	-	-	-	-	2539
8. Instructo	r E9E12	-	-	-	-	-	-	-	2540
9. Top Gun	E9E14		-	-	-	-	-	-	2541
10.Strike Un	iv.E9E15	-	-	-	-	-	-	-	2542

ENTRY NAME: AWO & SWO SHORE ASSIGNMENTS

SECTION: Decision Process SECTION ITEM NO.: 029

DEFINITION:

A series of one-digit responses indicating the potential contribution of various Shore Assignments common to AWO and SWO careers.

ITEM(S):

Flease use your personal impressions to rate EVERY assignment below on its potential contribution to a aviator (SWO) career (your community and designator).

SHORE ASSIGNMENTS

- 1. Flag Aide
- 2. Naval Academy Instructor
- 3. Detailer
- 4. Recruiting
- 5. Navy PG School Student

- 1. Strongly Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 6. Substantially Positive
- . Strongly Positive
- J. Don't Know

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Flag Aide 2. Instructor 3. Detailer 4. Recruiting 5. PG School	E9E11		-	-	-	-	-	-	2543 2544 2545 2546 2547

NOTES:

Response scale differs in:

SWO - Response number "8" is "Not Realistic" instead of "Don't Know".

ENTRY NAME: GENERAL URL - SPECIALIST VS. GENERAL TRACK

SECTION: Decision Process SECTION ITEM NO.: 030

DEFINITION:

A one-digit response indicating whether officer selected the Specialist or General Track.

ITEM(S):

Looking at recent changes in the General URL career path, which of the two options have you selected?

- Specialist Track
- 2. General Track
- 3. Undecided
- 4. So senior that new path not relevant

AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
-	_	E9	-	-	-	-	-	2548
							; -	

ENTRY NAME: GURL ENS BILLETS

SECTION: Decision Process SECTION ITEM NO.: 031

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale.

ENS

- 1. Watch Officer, COMSTA
- 2. Watch Officer, NAVFAC
- 3. Public Affairs Officer
- 4. Admin. Asst./Personnel
- 5. Naval Base Staff
- 6. Division Officer, Training Command

- 1. Very Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 5. Substantially Positive
- . Very Positive
- d. Don't Know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. COMSTA 2. NAVFAC 3. Pub. Affair 4. Admin. Asst 5. Naval Base 6. Div. Off.	 - - -	-	E10A1 E10A2 E10A3 E10A4 E10A5 E10A6	- - - - -	- - - - -	- - - - -	- - - - -	- - - - - -	2549 2550 2551 2552 2553 2554

ENTRY NAME: GURL LTJG BILLETS

SECTION: Decision Process SECTION ITEM NO.: 032

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

LTJG

- Instructor, Nuclear Power School
- Legal Officer, Training Command
 Watch Officer, NAVFAC
- 4. NAVMECDET Manpower Analyst
- 5. Port Services NAV BASE
- 6. Admin/Personnel Officer
- 7. Student Control Officer, Training Command
- 8. Recruiter

- Very Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 6. Substantially Positive7. Very Positive
- Don't Know

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN
1. Instructor 2. Legal Offic. 3. Watch Offic. 4. NAVMECDET 5. Port Serv. 6. Admin/Person 7. Stud. Offic. 8. Recruiter	- - - -	SWO - - - - - E10B7	E10B1 E10B2 E10B3 E10B4 E10B5 E10B6 E10B8	DESIG	WOR	GOR	RET	TRAN	

ENTRY NAME: GURL LT BILLETS

SECTION: Decision Process SECTION ITEM NO.: 033

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

- 1. Flag Aide
- 2. Washington Staff (NMPC, CRUITCOM)
- Communications Officer
 PG School Student

- 5. Division Officer, RTC6. Major Fleet Staff (COMNAVSURFPAC)
- 7. Enlisted Programs Officer, NRD
- 8. Dept Head, PSA

- Very Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- Moderately Positive
- Substantially Positive Very Positive
- o. Don't Know

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
5. Div. Officer 6. Major Fleet 7. Enlist. Prog	- g	- - - - - - -	E10C1 E10C2 E10C3 E10C4 E10C5 E10C6 E10C7	- - - - - -	- - - - - -	- - - - - - -	- - - - -	- - - - - - -	2563 2564 2565 2566 2567 2568 2569
8. Dept. Head	_	_	FICE	_	_	_	_	_	2570

ENTRY NAME: GURL LCDR BILLETS

SECTION: Decision Process

SECTION ITEM NO.: 034

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

LCDR

- 1. Joint Staff Assignments
- 2. XO, PSA
- 3. Dept Head, Recruiting Area
- 4. CO, Brig
- 5. OIC of MEC as Dept Head Equivalent
- 6. XO, NRD
- 7. Instructor, USNA

- Very Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 6. Substantially Positive
 - . Very Positive
- 8. Don't Know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Joint Staff 2. XO, PSA 3. Dept Head 4. CO, Brig 5. OIC of MEC 6. XO, NRD 7. Instructor		SWO	E10D1 E10D2 E10D3 E10D4 E10D5 E10D6 E10D7	DESIG - - - - -	WOR	GOR	RET	TRAN	

NOIES:

ENTRY NAME: GURL CDR BILLETS

SECTION: Decision Process SECTION ITEM NO.: 035

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

CDR

- 1. Washington Staff (NMPC, CRUITCOM)
- Major Fleet Staff (COMNAVSURFPAC)
- 3. XO, Training Command
- 4. Instructor, Service College
- 5. Special Asst, Civil Affairs
- 6. XO, NAVSTA
- 7. CO, COMSTA
- 8. CO, NRD

- 1. Very Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 6. Substantially Positive
- . Very Positive
- 8. Don't Know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN
1. Wash. Staff 2. Major Fleet 3. XO, Training 4. Instructor 5. Special Asso 6. XO, NAVSTA 7. CO, COMSTA 8. CO, NRD	- g - -	- - - - - - -	E10E1 E10E2 E10E3 E10E4 E10E5 E10E6 E10E7 E10E8	- - - - - - -	- - - - - - -			- - - - - 	2578 2579 2580 2581 2582 2583 2584 2585
								ĺ	

ENTRY NAME: GURL CAPT BILLETS

SECTION: Decision Process SECTION ITEM NO.: 036

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

CAPT

- CO, NAVMEC
- 2.
- Instructor, Service College
 Major Fleet Staff (COMNAVSURFPAC) 3.
- 4. CO, PSA
- 5. CO, Training Command
- 6. Washington Staff (NMPC, CRUITCOM)

- Very Negative
- 2. Substantially Negative
- 3. Moderately Negative
- 4. Neutral
- 5. Moderately Positive
- 6. Substantially Positive
 - Very Positive
- 8. Don't Know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO, NAVMEC	-	-	E10F1	-	-	-	_	_	2586
2. Instructor	-	-	E10F2	-	-	-	-	_	1 2587
3. Major Fleet	-	-	E10F3	-	-	-	-	_	2588
4. CO, PSA	-	-	E10F4	-	_	_	-	-	1 2589
5. CO, Training	g -	-	E10F5	-	-	-	-	_	2590
6. Wash. Staff	_	-	E10F6	-	-	_	-	-	1 2591
									i

ENTRY NAME: IMPORTANCE TO YOU REMAINING IN NAVY

SECTION ITEM NO.: 037 SECTION: Decision Process

DEFINITION:

A series of one-digit responses indicating the importance of various areas to an officer remaining in the Navy.

ITEM(S):

Please indicate how IMPORTANT each of the following areas are to remaining in the Navy.

- 1. Number of cruise liberty ports
- 2. Quality of liberty ports
- 3. Command duties
- 4. Family separation
- 5. Retirement benefits
- 6. Geographical stability
- 7. Basic salary
- 8. Esprit de corps Aviation life-style/esprit de corps
- Recognition for accomplishments
 Opportunity for operational flying
- 11. Non-flying assignments
- 12. Aviation Officer Continuation Pay (AOCP)
- 13. Aviation Career Incentive Pay (ACIP)
- 14. Disassociated sea tour
- 15. Amount of operational flying for 0-4s
- 16. Amount of operational flying for 0-5s & above
- Status of my community in the Navy 17. Status of SWO community in the Navy

*Each survey contained *only one of these

*Each survey contained

*only one of these

- Not At All Important
- 2.
- 3. Neutral
- 4.
- 5. Extremely Important
- 5. Not Applicable

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN (COLUMN LOCATION
1. Lib. ports	E10A	E11A	_	_	-	-	_	- 1	2592
2. Qua. of port	E10B	E11B	-	-	-	~	-	-	2593
3. Duties		E11C	-	G1I	-	-	_	-	2594
4. Separation	E10H	E11D	-	G1J	-	-	-	-	2595
5. Ret. benefit	E10J	E11E	-	G1L	-	-	-	- 1	2596
6. Geographic	E10K	E11F	-	G1M	-	-	-	-	2597
7. Salary	E10L	E11G	-	G1N	-	-	-	- !	2598
8. Espr. de cor	.E10M	E11H	-	G10	-	-	-	-	2599
9. Accomplish	E10N	E11I	-	G1P	-	-	-	-	2600
10.Oper. Flying	E10C	_	-	-	-	-	-	-	2601
11.Non-flying	E10D	-	-	-	-	-	-	-	2602
12.AOCP	E10E	-	-	-	-	-	-	-	2603
13.ACIP	E10F	_	-	-	_	-	-	-	2604
14.Sea tour	E10I	-	_	-	-	_	_	_	2605
15.0-4's	E100	-	-	-	-	-	-	-	2606
16.0-5's	E10P	-	-	-	_	_	_	-	2607
17.Status comm.	-	E11J	-	G1Q	_	_	-	-	2608
				_				!	

NOTES:

Response scale differs in:

DESIG - 1=Not Important 2 3=Somewhat Important 4 5=Extremely Important 6=N/A

ENTRY NAME: IMPORTANCE TO REMAINING AFTER 20 YEARS

SECTION: Decision Process SECTION ITEM NO.: 038

DEFINITION:

A series of one-digit responses indicating the importance of various factors in determining whether an officer will remain on active duty after he/she becomes eligible to retire.

ITEM(S):

How important are each of the following in determining whether you will remain on active duty after you become eligible to retire after 20 years?

- 1. Opportunity for flag rank
- 2. Opportunity for major command
- 3. Desire to retire as 0-6
- 4. Opportunity for rewarding assignments
- 5. Enjoyment of naval service
- 6. Opportunities for civilian employment
- 7. Financial benefits
- 8. Opportunity to develop as specialist
- 9. Spouse's attitude toward Navy

- 1. Not Important
- 2.3. Somewhat Important
- 4. Extremely Important
- Extremely Important
 N/A

IT	EM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.	Flag rank	-	E10A	E11A	GlA	-	-	-	- 1	2609
2.	Major comman	nd-	E10B	E11B	GlB	-	-	-	- !	2610
	0-6	_	E10C	E11C	GlC	-	-	-	- 1	2611
4.	Assignments	-	E10D	E11D	GlD	-	-	-	-	2612
5.	Enjoyment	-	E10E	Elle	GlE	-	-	-	-	2613
6.	Employment	-	E10F	EllF	GlF	-	-	-	-	2614
7.		-	E10G	E11G	GlG	-	-	-	-	2615
8.	Specialist	-	-	-	GlH	-	-	-	-	2616
9.	Spouse	-	-	-	GlK	-	-	-	-	2617

NOTES:

Response scale differs in:

 $\ensuremath{\text{SWO}}$ - This questionnaire does not offer "N/A" as a response choice.

ENTRY NAME: SATISFACTION WITH ASPECTS OF NAVY

SECTION: Decision Process SECTION ITEM NO.: 039

DEFINITION:

A series of one-digit responses indicating satisfaction with various aspects of the Navy.

ITEM(S):

Now, please indicate how SATISFIED you are with the same areas.

- 1. Number of cruise liberty ports
- 2. Quality of liberty ports
- 3. Command duties
- 4. Family separation
- 5. Retirement benefits
- 6. Geographical stability
- 7. Basic salary
- 8. Esprit de corps Aviation life-style/esprit de corps
- 9. Recognition for accomplishments
- 10. Opportunity for operational flying
- 11. Non-flying assignments
- 12. Aviation Officer Continuation Pay (AOCP)
- 13. Aviation Career Incentive Pay (ACIP)
- 14. Disassociated sea tour
- 15. Amount of operational flying for 0-4s
- 16. Amount of operational flying for 0-5s and above
- 17. Status of the SWO community in the Navy

RESPONSE SCALE:

- Very Dissatisfied
- 2.
- 3. Neutral
- 4.
- 5. Very Satisfied
 - Not Applicable

*Each survey contained *only one of these

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. No. of ports	E11A	E12A			_	-	-	_	2618
2. Qual. ports	EllB	E12B	_	-	-	_	_	_	2619
3. Duties		E12C	-	-	_	-	-	-	2620
4. Separation	E11H		-	-	_	-	-	_	2621
5. Benefits	E11J	E12E	-	-	-	-	-	-	2622
6. Stability	E11K	E12F	-	-	-	-	-	-	2623
7. Salary	E11L	E12G	-	-	-	-	-	-	2624
8. Esp. de cor.	E11M	E12H	-	-	-	-	-	_	2625
9. Recognition	E11N		-	-	-	-	-	-	2626
10.Flying	E11C	-	-	-	-	-	-	-	2627
11.Non-flying	E11D	_	_	-	-	-	_	_	2628
12.AOCP	E11E	-	-	_	-	-	-	_	2629
13.ACIP	EllF	-	-	-	-	-	-	_	2630
14.Sea tour	EllI	-	-	-	-	-	-	_	2631
15.0-4's	E110		-	-	-	-	-	_	2632
16.0-5's	E11P	-		_	-	-	-	_	2633
17.Status	-	E12J	-	-	-	-	-	-	2634
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ENTRY NAME: THINK ABOUT LEAVING NAVY PRIOR TO RETIREMENT

SECTION: Decision Process SECTION ITEM NO.: 040

DEFINITION:

A one-digit code indicating the extent to which an officer thinks about leaving the Navy prior to retirement.

ITEM(S):

To what extent do you think about leaving the Navy prior to retirement?

- 1. To No Extent
- 2. To A Little Extent
- 3. To Some Extent
- 4. To A Considerable Extent
- 5. To A Very Great Extent

ITEM	AWO	SWO	GURL	DESIG WO	R GOR	RET	TRAN	COLUMN LOCATION
Prior to reti	re E12	E13	E12		-	-	-	2635
							1	
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ENTRY NAME: SEARCH FOR EMPLOYMENT OUTSIDE THE NAVY

SECTION: Decision Process SEC

SECTION ITEM NO.: 041

DEFINITION:

A one-digit code indicating to what extent an officer would search for employment outside the Navy, within the next year.

ITEM(S):

Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy, within the next year?

- 1. To No Extent
- 2. To A Little Extent
- 3. To Some Extent
- 4. To A Considerable Extent
- 5. To A Very Great Extent

ITEM	AWO	SWO	 DESIG WOR	 	COLUMN TRAN LOCATION
	E13				

ENTRY NAME: EX-NAVY FRIENDS WOULD CHOOSE TO LEAVE AGAIN

SECTION: Decision Process SECTION ITEM NO.: 042

DEFINITION:

A one-digit code indicating to what extent officers' feel their ex-Navy friends would choose to leave the Navy prior to their retirement.

ITEM(S):

If they had to do it over again, to what extent do you think most of your ex-Navy (now civilian) friends would choose to leave the Navy prior to their retirement?

- 1. To No Extent
- 2. To A Little Extent
- 3. To Some Extent
- 4. To A Considerable Extent
- 5. To A Very Great Extent

ITEM		AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Ex-Navy	friend	E14	E15	E14	-	-	-	-	-	2637
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									i I	

ENTRY NAME: DECISION TO LEAVE BASED ON DECISIONS BY FRIENDS

SECTION: Decision Process SECTION ITEM NO.: 043

DEFINITION:

A one-digit code indicating to what extent officers' decisions to leave the Navy were based on the decision to leave by fellow Navy officer friends.

ITEM(S):

To what extent was your decision to leave the Navy based on the decision to leave by fellow Navy officer friends who left or were leaving?

- 1. Not at all
- 2. To a Little Extent
- 3. To Some Extent
- 4. To a Considerable Extent
- 5. To a Great Extent

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Navy friends	-	_	-	-	C16	C18	_	_	2638
									[] !
									†

ENTRY NAME: DECISION TO LEAVE WILL INFLUENCE NAVY FRIENDS TO LEAVE

SECTION: Decision Process SECTION ITEM NO.: 044

DEFINITION:

A one-digit code indicating whether officers' decision to leave active duty will influence fellow Navy officers to leave the Navy.

ITEM(S):

To what extent do you think your decision to leave active duty influenced or will influence fellow Navy officers to leave the Navy?

- 1. Not at all
- 2. To a Little Extent
- To Some Extent
- 4. To a Considerable Extent
- 5. To a Great Extent

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Influence	others -	~	_		C17	C19	-	-	2639
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									;
									}
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ENTRY NAME: SATISFACTION OF FRIENDS WHO LEFT NAVY

SECTION ITEM NO.: 045 SECTION: Decision Process

DEFINITION:

A one-digit code indicating how satisfied officers' feel their friends are who left the Navy for a civilian career.

ITEM(S):

In general, how satisfied do you think your friends are who have left the Navy for a civilian career?

- Very satisfied
 Satisfied
- 3. Neither satisfied nor dissatisfied
- 4. Dissatisfied
- 5. Very dissatisfied

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Satis. friends	E15	E16	-	•-	_	-	_	-	1 2640
									!
									1
									1

ENTRY NAME: NUMBER OF YEARS YOU HAVE GOOD IDEA OF CAREER PATH

SECTION: Decision Process

SECTION ITEM NO.: 046

DEFINITION:

A two-digit code indicating approximate years in which an officer has a relatively clear idea of career path.

ITEM(S):

Looking at your (GURL or SWO or AVIATION) career, for approximately how many years from now do you have a relatively clear idea of what your career path (billets, promotions, etc.) will be?

- 1. Less than 1 year
- 2. 1-4 years

- 3. 5-8 years
 4. 9-12 years
 5. 13-16 years
 6. 17-20 years
 7. More than 20 years

ITEM	AWO	SWO	GURL	DESIG WOR	GOR	RET	TRAN	COLUMN LOCATION
Good Idea	E16	E17	E15	G2 -		_	-	2641-2642
							ı	
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NOTES:

Response scale differs in:

GURL - Choices range from 0 to 29

DESIG - Question is open-ended. Any number of years is acceptable.

ENTRY NAME: HOW ATTRACTIVE DOES CAREER PATH APPEAR

SECTION: Decision Process

SECTION ITEM NO.: 047

DEFINITION:

A one-digit code indicating attractiveness of career path to an officer.

ITEM(S):

How attractive does your (SWO or AVIATION) present career path appear to you?

- 1. Very Unattractive
- 2.
- 3.
- 4. Neutral
- 5.
- 6.
- 7. Very Attractive

ITEM	OWA	SWO	DESIG			LOCATION
Attractive						

ENTRY NAME: HOW ATTRACTIVE WOULD OVERTOUR BE

SECTION: Decision Process SECTION ITEM NO.: 048

DEFINITION:

A one-digit code indicating how attractive an overtour of up to six months would be received by officer.

ITEM(S):

If notified in advance how would an overtour of up to six months be received by you?

- 1. Very Negatively
- 2.
- 3.
- 4. Neutral
- 5.
- 6. Very Positively7. Don't Know

ITEM	AWO	SWO		OR GOR		i	COLUMN LOCATION

ENTRY NAME: DECISION WAS MADE TO RESIGN OR STAY

SECTION: Decision Process SECTION ITEM NO.: 049

DEFINITION:

A one-digit code indicating when career decision was made to either resign or stay in the Navy.

ITEM(S):

If you have made a career decision either to remain or resign from the Navy, when did you make this decision?

When did you first decide to resign, as opposed to retire from active duty service?

- * Each survey
- * contained
- * only
- * one
- * of
- * these
- * questions
- *
- 1. Before entering the Navy
- 2. Before I got my wings
- 3. During my first sea tour
- 4. During my first shore tour
- 5. During my second sea tour
- 6. During my second shore tour
- 7. Other
- 8. Not applicable-have not made the decision

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION	
Decision Made	E18	_	-	-	C5	C5	-	-	2645 	

NOTES:

Response scale differs in:

WOR: 1=Before I got my warfare device (e.g., wings). 2=During my first sea tour. 3=During my first shore tour. 4=During my second sea tour. 5=During my second shore tour. 6=After my second shore tour

GOR: l=Before I got my commission. 2=1-2 years after I got my commission. 3=3-4 years after I got my commission. 4=5-6 years after I got my commission 5=7-8 years after I got my commission 6=9-10 years after I got my commission 7=More than 10 years after I got my commission

ENTRY NAME: HOW LONG PLAN TO REMAIN ON ACTIVE DUTY

SECTION: Decision Process

SECTION ITEM NO.: 050

DEFINITION:

A one-digit code indicating how long officer planned to be on active duty after receiving commission.

ITEM(S):

Thinking back to when you received your commission, approximately how long did you plan to be on active duty?

- 1. Until my obligation was up.
- 2. Probably no more than 10 years
- 3. Probably no more than 15 years
- 4. Probably no more than 20 years
- 5. More than 20 years
- 6. I really had no firm time period in mind

ITEM	AWO	SWO			TRAN	COLUMN LOCATION
Remain active						

ENTRY NAME: PLANS TO JOIN NAVAL RESERVE

SECTION: Decision Process SECTION ITEM NO.: 051

DEFINITION:

A one-digit code indicating whether officer plans to join naval reserve.

ITEM(S):

If you are resigning from the Navy, do you plan to join the naval reserve?

- l. No
- 2. Uncertain
- 3. Yes
- 4. Not applicable

ITEM	AWO	SWO	 DESIG	-	 	 COLU	TION
Naval reserve							

ENTRY NAME: DID YOU JOIN NAVY RESERVES

SECTION: Decision Process SECTION ITEM NO.: 052

DEFINITION:

A one-digit code indicating whether officer joined US Navy Reserves after leaving active duty.

ITEM(S):

When you left active duty service, did you join the US Navy Reserves?

- 1. Yes
- 2. No
- 3. No, but plan to join
- 4. Not eligible

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Navy Reserve	-	-	_	-	C6	C6	_	-	2648
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ENTRY NAME: ARE YOU STILL IN ACTIVE RESERVES

SECTION: Decision Process SECTION ITEM NO.: 053

DEFINITION:

A one-digit code indicating whether officer is still in the active reserves.

ITEM(S):

Are you still in the active reserves, if you joined up?

- 1. Yes
- 2. No
- 3. Not applicable

ITEM		AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Active	Reserve	~	-	-	_	C7	C7	_	- -	2649
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ENTRY NAME: CIVILIAN JOB WAITING

SECTION: Decision Process SECTION ITEM NO.: 054

DEFINITION:

A one-digit code indicating whether officer has a civilian job waiting.

ITEM(S):

If you are planning to resign from the Navy (or have submitted your letter of resignation) do you have a civilian job waiting?

- 1. No
- 2. Uncertain
- 3. Yes
- 4. Not applicable

ITEM	OWA	SWO	GURL	DESIG WOR	GOR	RET	TRAN	COLUMN LOCATION
Job waiting	E20	E21	-	G5 -	_	-	-	2650
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)

ENTRY NAME: PRIOR TO RESIGNATION, CIVILIAN JOB IN HAND

SECTION: Decision Process SECTION ITEM NO.: 055

DEFINITION:

A one-digit code indicating whether officer had a civilian job in hand prior to resigning.

ITEM(S):

Prior to submitting your letter of resignation, did you have a civilian job "in hand"?

- 1. Yes
- 2. No

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Civilian job	-	-	-	_	C8	C8	-	-	2651
									! !
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ENTRY NAME: TO WHAT DEGREE NEW JOB LINED UP

SECTION: Decision Process SECTION ITEM NO.: 056

DEFINITION:

Nine one-digit codes indicating to what degree an officer had a new job lined up when leaving active duty service.

ITEM(S):

When you left active duty service, to what degree did you have a new job lined up? (Please check all the appropriate responses.)

- I had no idea what I was going to do.
- I had sought out relevant information about jobs.
- I had decided the type of jaob and location I wanted.
- 4. I had held initial interviews with prospective employers.
- 5. I had held follow-up interviews with employers interested in me.
- 6. A realistic job offer had been made to me.
- I had accepted a job offer.
 Not applicable-I knew that I would be selfemployed.
- 9. Not applicable-I had not looked for a job.

RESPONSE SCALE:

Coded "1" if item was checked.

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. No idea		_	_	_	C9A	C9A	-	_	1 3629
2. Sought out	_	_	-	_	C9B	C9B	_	-	1 3630
3. I decided	-	-	-	-	C9C	C9C	_	-	3631
4. Interviews	-	_	-	-	C9D	C9D	-	-	3632
5. Follow-up	-	_	-	-	C9E	C9E	-	-	3633
6. Realistic	_	-	-	-	C9F	C9F	-	-	1 3634
Accepted	-	-	-	-	C9G	C9G	_	-	1 3635
8. Self-employ	-	-	-	-	C9H	С9Н	-	-	1 3636
9. Not applicat		-	-	-	C9I	C9I	-		1 3637

ENTRY NAME: INFORMATION ON CIVILIAN HIRING OPPORTUNITIES

SECTION: Decision Process SECTION ITEM NO.: 057

DEFINITION:

A one-digit code indicating officers' principal source of information on civilian hiring opportunities.

ITEM(S):

What is your principal source of information about civilian hiring opportunities in aviation?

- 1. Fellow naval aviators
- 2. Mass media
- 3. Civilian pilots
- 4. Written materials
- 5. Other

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Source of i	nfo E21	_	-	-	FA5	_	-	-	2653
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NOTES:

Question and response scale differs in:

WOR - What was your principal source of information about civilian hiring opportunities?

1=Fellow Navy Aviators 2=Mass media 3=Civilian aviators

4=Civilian employment firms 5=Civilian friends/family 6=FAPA information 7=Other (please specify)

This question is in WOR, for AWOs only.

ENTRY NAME: TYPE OF JOB IN CIVILIAN LIFE

SECTION: Decision Process SECTION ITEM NO.: 058

DEFINITION:

A one-digit code indicating type of job officer will have in civilian life.

ITEM(S):

Which of the following best describes the type of job you will have in civilian life?

*In AWO

- Civilian aviation/pilot
 Civilian aviation/administration
- *survey only

- 3. Government
- 4. Education
- 5. Business
- 6. Professional
- 7. Other
- 8. Uncertain
- 9. Not applicable

ITEM	OWA	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Type of job	E22	E22	_	-	-	-	-	- !	2654
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ENTRY NAME: CONTINUITY IN NAVY AND CIVILIAN JOBS

SECTION ITEM NO.: 059 SECTION: Decision Process

DEFINITION:

A one-digit code indicating the degree of continuity between Navy training and experience and civilian job.

ITEM(S):

To what extent was your Navy experience and training useful in your civilian job(s)? That is, was there some continuity, or was it like starting your career all over again?

- 1. Not at all
- 2. To a Little Extent
- To Some Extent
 To a Considerable Extent
- To a Great Extent

ITEM	AWO	SWO				İ	COLUMN LOCATION
			-				

NOTES:

Response scale differs in:

RET - 1=Like Starting a New Career 2=A Little Continuity 3=Some Continuity 4=Moderate Continuity 5=A Lot of Continuity

ENTRY NAME: INCOME FIRST YEAR OUT OF ACTIVE DUTY

SECTION: Decision Process SECTION ITEM NO.: 060

DEFINITION:

A one-digit code indicating approximate income first year out of active duty service.

ITEM(S):

What was your approximate gross income your first year out of active duty service (including any bonuses)?

- 1. Less than \$20,000
- 2. \$20,000-\$27,500
- 3. \$27,501-\$35,000
- 4. \$35,001-\$42,500
- 5. \$42,501-\$50,000
- 6. \$50,001~\$57,500
- 7. \$57,501-\$65,000 8. More than \$65,000

ITEM	AWO	SWO			TRAN	COLUMN LOCATION
						1 2656

NOTES:

In ${\tt GOR}$ questionnaire, respondent is asked specifically to include any bonuses.

ENTRY NAME: CURRENT INCOME

SECTION: Decision Process SECTION ITEM NO.: 061

DEFINITION:

A one-digit code indicating approximate current income.

ITEM(S):

What is your approximate current income?

- 1. Less than \$20,000
- 2. \$20,000-\$27,500
- 3. \$27,501-\$35,000
- 4. \$35,001-\$42,500
- 5. \$42,501-\$50,000
- 6. \$50,001-\$57,500
- 7. \$57,501-\$65,000
- 8. More than \$65,000

ITEM	AWO	•			TRAN	i	COLUMN LOCATION
Current							

NOTES:

Response scale differs in:

RET - Not applicable is included as a response choice.

This response choice was coded as "0".

ENTRY NAME: TOTAL COMBINED FAMILY INCOME

SECTION: Decision Process SECTION ITEM NO.: 062

DEFINITION:

A one-digit code indicating total combined family income.

ITEM(S):

What is your total combined family income?

- 1. Less than \$20,000
- 2. \$20,000-\$30,000
- 3. \$30,001-\$40,000
- 4. \$40,001-\$50,000
- 5. \$50,001-\$60,000
- 6. \$60,001-\$70,000
- 7. \$70,001-\$80,000
- 8. More than \$80,000

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Total Income		-	-			C15	~~~	-	2658
									!

ENTRY NAME: INTEREST IN MP CAREER PATH

SECTION: Decision Process SECTION ITEM NO.: 063

DEFINITION:

A one-digit code indicating to what extent an officer would be interested in the Material Professional career path.

ITEM(S):

At the appropriate point in your career, to what extent would you be interested in the Material Professional career path, which enable CDRs and CAPTs to concentrate exclusively on material acquisition, logistics, material support and maintenance?

- 1. Not at all
- 2. To a small extent
- 3. To some extent
- 4. To a great extent
- 5. To a very great extent
- 6. I am too senior

ITE	EM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
MP	Path	-	-	E16	-	_	-	-	_	2659
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ENTRY NAME: IMPACT OF DOPMA ON ASSIGNMENTS

SECTION: Decision Process

SECTION ITEM NO.: 064

DEFINITION:

A one-digit code indicating the impact of DOPMA on assignments.

ITEM(S):

The impact of the Defense Officer Personnel Management Act (DOPMA) on my assignments will be:

- Very Positive
- 2.
- 3.
- 4. Neutral
- 5.
- 6.
- Very Negative Don't Know 7.
- 8.

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
DOPMA	-	_	E17	-	-	_		- !	2660
								1	
								1	
]]	

ENTRY NAME: IMPACT OF DOPMA ON PROMOTIONS

SECTION: Decision Process SECTION ITEM NO.: 065

DEFINITION:

A one-digit code indicating the impact of DOPMA on promotions.

ITEM(S):

The impact of DOPMA on my promotions will be:

- 1. Very Positive
- 2.
- 3.
- 4. Neutral
- 6.
- 7. Very Negative 8. Don't Know

ITEM		DESIG WOR		1	
DOPMA		_			

ENTRY NAME: RELOCATED SINCE RETIREMENT

SECTION: Decision Process SECTION ITEM NO.: 066

DEFINITION:

A two-digit code indicating number of times officer has relocated since retirement.

ITEM(S):

How many times have you relocated since you retired from the Navy____?

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Relocated	-	-	_		_	-	A8	_	2662-2663
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ENTRY NAME: HOW INDIVIDUALS MAKE CAREER DECISIONS

SECTION: Decision Process SECTION ITEM NO.: 067

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning the decision making process.

ITEM(S):

Listed below is a series of statements representing how individuals go about making important career decisions. Please indicate your level of agreement with each statement.

- 1. I plan my important career decisions carefully
- 2. My career decisions are based on facts, not opinions
- 3. I consider the positive and negative outcomes of any important career decision to be made
- 4. I have benefited from my past mistakes in that I make better decisions today about my career
- 5. When making career decisions, I analyze my past career decisions
- 6. I consider my options before making career decisions
- 7. I make important career decisions in a logical and systematic way
- 8. My career decision making requires careful thought
- 9. I double-check my information sources to be sure I have the right facts before making career decisions
- 10. Often I see each of my career decisions as stages in my progress toward a definite goal
- 11. I often make important career decisions without hesitation
- 12. When making career decisions, I rely upon my instincts
- 13. When I make career decisions, I tend to rely on my intuition

- Strongly Disagree
- 2. Disagree
- 3. Not Sure
 - . Agree
- o. Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Carefully	_	_	-	_	_	-	_	I1	2664
2. Facts	_	-	-	-	-	-	-	12	2665
3. Pros & Cons	-	-	-	_	-	-	-	13	2666
4. Better today	, –	-	-	-	-	-	-	14	2667
5. Analyze past	-	-	-	-		-	-	I5	2668
6. Options	-	-	-	-	-	_	-	16	2669
7. Logical way	-	-	-	-	-	-	-	I7	2670
8. Thought	-	-	-	-	-	-	-	18	2671
9. Check source	- ج	-	-	-	-	-	-	19	2672
10.Stages/goal	-	-	-	_	-	-	-	I10	2673
11.Hesitation	-	-	-	-	-	-	-	I11	2674
12.Instincts	-	-	-	-	-	-	-	I12	2675
13.Intuition	-	-	-	-	-	-	-	113	2676
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ENTRY NAME: HOW INDIVIDUALS MAKE CAREER DECISIONS (CONT.)

SECTION: Decision Process SECTION ITEM NO.: 067

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning the decision-making process.

ITEM(S):

- 14. I rarely consider my options before making career decisions
- 15. I am often unable to give a rational reason for my decisions about my career
- 16. I generally make career decisions which feel right to me
- 17. My career decisions are often made spontaneously
- 18. When I make a career decision, it is more important to me to feel the decision is right than to have to have a rational reason for it
- 19. When I make a decision about my career, I trust my inner feelings and reactions
- 20. I don't really think about a career decision; it's in the back of my mind for awhile, then suddenly it will hit me and I know what I will do
- 21. When making a career decision, I consider the various options in terms of reaching a specific goal
- 22. I find it difficult to make important career decisions alone
- 23. I never postpone making important career decisions
- 24. I am concerned about the popularity of my career decisions
- 25. I often need the assistance of other people when making important decisions about my career
- 26. I rarely make important career decisions without consulting other people

- 1. Strongly Disagree
- 2. Disagree
- 3. Not Sure
- 4. Agree
- Strongly Agree

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
14.Rarely cons		_	-	_	_	_		I14	2677
15.Rational	_	-	_	-	-	_	-	I15	2678
16.Feel right	-	-	-	-	_	-	-	116	2679
17.Spontaneous	-	-	-	-	-	-	-	117	2680
18.Important	-	-	-	-	-	-	-	118	2681
19.Trust inner	-	-	-	_	-	-	-	I19	2682
20.Don't think	-	-	-	-	-	_	-	120	2683
21.Reach goal	-	_	-	-	_	-	-	I21	2684
22.Make alone	-	-	-	-	-	-	-	122	2685
23.Never postp		-	-	-		-	-	123	2686
24.Popularity	-	-	-	-	-	-	-	124	2687
25.Assistance	-	-	-	-	-	-	-	I25	2688
26.Consult other	er-	-	-	-	-	-	-	126	2689

ENTRY NAME: HOW INDIVIDUALS MAKE CAREER DECISIONS (CONT.)

SECTION: Decision Process SECTION ITEM NO.: 067

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning the decision-making process.

ITEM(S):

- 27. If I have the support of others, it is easier for me to make important career decisions
- 28. I avoid making an important career decision until it must be done
- 29. I use the advice of other people in making my important career decisions
- 30. I am influenced by the opinions of friends when I am making important decisions about my career
- 31. I often make career decisions based on what other people think, rather than on what I would really like to do
- 32. I like to have someone to steer me in the right direction when I am faced with important career decisions
- 33. I would rather do just about anything than make an important decision about my career
- 34. I avoid making important career decisions until the pressure is
- 35. I postpone career decision making whenever possible
- 36. I often procrastinate when it comes to making important decisions about my career
- 37. I generally make important career decisions at the last minute
- 38. I put off making many career decisions because thinking about them makes me uneasy

- 1. Strongly Disagree
- 2. Disagree
- 3. Not Sure
- 4. Agree
- 5. Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
27.Support	-	-	_	-			_	127	2690
28.Avoid	-	-	-	-	-	-	-	128	2691
29.Advice	-	-	-	-	-	-	-	129	2692
30.Opinions	-	-	-	-	-	-	-	I30	2693
31.Others thin	k -	-	-	_	-	-	-	I31	2694
32.Steer me	-	_	-	_	-	-	-	132	2695
33.Rather do	-	-	-	-	-	-	_	I33	2696
34.Pressured	-	-	-	-	-	-	_	I34	. 3697
35.Postpone	-	-	-	-	-	-	-	I35	2698
36.Procrastina	te-	-	-	_	-	-	-	136	2699
37.Last min.	-	-	_	_	_	-	-	137	2700
38.Put off	-	-	-	-	-	_	-	138	2701
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]

APPENDIX G CAREER MANAGEMENT

ENTRY NAME: IDENTITY TIED TO COMMUNITY OR NAVY OFFICER

SECTION: Career Management SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating whether officers' identity is tied to community or Navy officer.

ITEM(S):

On the scale below, check the statement which most applies to you.

- 1. I am a (General URL officer, aviator, surface warfare specialist).
- 2. I am primarily a (General URL officer, aviator, surface warfare specialist) and secondarily a Navy officer.
- 3. I am equal balance of both.
- 4. I am primarily a Navy officer and secondarily a (General URL officer, aviator, surface warfare specialist).
- 5. I am a Navy officer.

ITEM	AWO	SWO		GOR		i	COLUMN LOCATION
Identity				-			

NOTES:

Question and response scale differs in:

WOR - Question appears in WOR, for AWOs only. Question is worded "While in the Navy, which statement most applied to you?".

SWO - This survey contains the response option "Other".

ENTRY NAME: CAREER MANAGEMENT

SECTION: Career Management SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning community.

ITEM(S):

Using (your warfare specialty, surface warfare, or 110Xs) as your community, please respond to the below items.

- 1. My specialty community has some programs to help me with my career which are different from other Navy communities such as (aviation, surface warfare).
- 2. My community tries to take care of its own in regards to promotions
- 3. Officers in other communities get the billets which contribute most to their Navy careers
- 4. It is important to have someone available with whom I am comfortable and trust to discuss my career
- 5. My senior officers interact with me frequently
- 6. I use senior officers as role models when I make career decisions
- 7. I have been counseled on how the Navy's career system works for members of my community
- 8. I have been counseled on the Navy career opportunities outside my community
- my community
 9. I have had good counsel on the Navy's norms and values for officers
- 10. Officers need a special career counseling system for them
- 11. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments
- 12. I have been counseled on the "blind alleys" which might kill my Navy career
- 13. I have been counseled on the "tickets" which have to be punched so that I can reach my career goals in the Navy

- 1. Strongly Disagree
- 2.
- 3.
- 4. Uncertain
- 5.
- /. Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Diff. Progr.	F2	F2	F2	-	_	_	_	_	2703
2. Takes care	F4	F4	F3	-	-	-	-		2704
Billets	F5	F6	F4	-	-	-	-	_	2705
4. Trust	F6	F8	F5	-	-	_	-	-	2706
Interact	F7	F9	F23	-	-	-	-	_	2707
6. Role models	F8	F10	F33	-	-	-	-	_	2708
7. Career syst.	F9	F11	F34	-	-	-	-	-	2709
8. Opportunity	F10	F13	F35	-	-	-	-	-	2710
9. Norm & value	F12	F16	F6	-	-	-	-	- !	2711
10.Need counsel	F13	F19	F8	-	-	-	-	-	2712
11.Infor. net.	F16	F7	F7	-	-	-	-	_	2713
12.Blind alleys	F17	F14	F38	-	-	-	-	-	2714
13.Tickets	F18	F15	F36	-	-	-	-	-	2715

ENTRY NAME: CAREER MANAGEMENT2

SECTION: Career Management SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning community.

ITFM(S):

- 14. I have a close, personal relationship with a considerably more senior officer who serves as mentor for my career
- 15. My specialty community has a higher rate of promotion for senior officers than other aviation communities
- 16. Visibility is very important at this stage in my Navy career
- 17. It is almost essential for me to be sponsored by someone senior if I want to advance in the Navy
- 18. I have been counseled on the timing and proper career progression which will help me reach my career goals in the Navy
- 19. Increased emphasis on department head specialization will increase department readiness
- 20. The increasing demands being placed on officers are reaching undesirable proportions
- 21. More emphasis should be placed on developing the technical competence of division heads rather than department heads
- 22. Increased specialization will result in officers who are less prepared to deal with problems they will face as an XO/CO
- 23. Rotating division officers should help these officers become better department heads
- 24. Most officers are technically well prepared, it is the non-technical factors that differentiate the good from bad performer
- 25. No department head job is better than another in preparing an officer to be CO
- 26. Most department heads are technically well prepared; the problem for most officers is in the transition from technical expert (division officer) to manager (department head)

- 1. Strongly Disagree
- 2.
- 4. Uncertain
- 5.
- 7. Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
14.Mentor	F19	F17	F39		-	_	_	-	2716
15.Promotion	F3	F3	_	_	-	-	-	-	2717
16.Visibility	F14	F20	_	-	-	-	-	-	2718
17.Sponsored	F15	F5	-	-	-	-	-	-	2719
18.Timing	F11	-	-	•••	-	-	-	-	2720
19.Dept. Head	-	F21	-	-	~	-	-	_	2721
20.Demands	-	F22	-	-	-	-	_	-	2722
21.Tech. Comp.	-	F23	-	-	FB1	-	-	-	1 2723
22.Specializat.		F24	-	-	-	-	-	-	2724
23.Rotating	-	F25	-	-	-	_	-	-	2725
24.Well prepare		F26	-	-	FB2	-	-	-	2726
25.No dept head	i -	F27	-	_	-	-	-	-	2727
26.Transition	-	F28	_	-	-	-	-	-	2728
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NOTES:

These questions are a continuation of "Career Management".

Response scale differs in:

WOR - 1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree

This question is in WOR, for SWOs only.

ENTRY NAME: CAREER MANAGEMENT3

SECTION: Career Management SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning officers' community.

ITEM(S):

- 27. As a General URL Officer, I have frequently been assigned to billets that career-oriented officers from other communities would find unacceptable
- 28. As a junior officer, senior officers from my community have been (were) very supportive
- 29. My leadership experience is adequately represented in the documentation reviewed for decisions involving my assignment/promotion
- 30. Performance being equal, my chances of being selected for a career enhancing 1000 designated billet are equal to a warfare specialist officer
- 31. It is clear to me how the Navy defines a "leadership role"
- 32. The billets which General URL officers are eligible for are some of the Navy's most important jobs
- 33. General URL officers are held in high esteem by the rest of the Navy
- 34. General URL officers have a very strong feeling of community
- 35. Command/Program Management is (was) my optimum goal in the Navy
- 36. Leadership assignments outside of the subspecialty area can be harmful to an 110X officer's career
- 37. The new Specialist Track is more appealing to me than the General
- 38. I think that General URL officers in the General Track will have a better chance for promotion than individuals in the Specialist Track

- 1. Strongly Disagree
- 2.
- 3.
- 4. Uncertain
- 5. 6.
- Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
27.Unacceptable		_	F9	_	-	F1	_	- (2729
28.Supportive	-	-	F10	-	-	-	-	~ 1	2730
29.Leadership	-	-	F11	-	-	-	-	- 1	2731
30.Selected 110	00-	-	F12	-	-	-	-	- [2732
31.Leader role	-	-	F13	-	-	-	-	- 1	2733
32.Important	-	-	F14	-	-	F2	-	- 1	2734
33.High esteem	-	-	F15	-	-	F4	-	-	2735
34.Strong feel.		-	F16	-	-	F5	-	-	2736
35.Command/Prog	g. –	-	£'17	-	-	-	-	-	2737
36.110X career	_	-	F18	-	-	-	-	-	2738
37.Specialist	_	-	F19	-	-	-	-	-	2739
38.General Trac	ck-	-	F20	-	-	-	-	-	2740
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NOTES:

These questions are a continuation of "Career Management" and "Career Management2".

Response scale differs in:

GOR - 1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree

ENTRY NAME: CAREER MANAGEMENT4

SECTION: Career Management SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning officers' community.

ITEM(S):

- 39. To me, the Specialist Track is more prestigious than the General Track
- 40. Instead of "up or out", a career path should exist that enables a person to remain in the Navy for their entire career at the LT, LCDR, or CDR level, as long as they are performing satisfactorily
- 41. The Navy will not be able to develop viable career paths for many of the subspecialties comprising the Specialty Track
- 42. The specification of two career tracks makes career progression less ambiguous than it was previously
- 43. The Specialist Track affords a good opportunity for geographical stability
- 44. Available information on subspecialties helps (helped) me to decide which subspecialty I should pursue to advance in my career
- 45. Available information on subspecialties provides (provided) me with a clear idea on how to obtain a subspecialty
- 46. The 1050 billets that are actually recoded to 1000 will help make the General URL community more competitive with the warfare communities when promotions are considered
- 47. A career path (or paths) for General URLs after CDR command is clear (to be answered by LCDRs through Capt)
- 48. The Navy is anxious to retain General URL officers beyond 20 years of service (to be answered by CDRs and above)
- 49. Detailers provide useful information on subspecialties
- 50. I am actively involved in an informal support network within the 110X community
- 51. I am actively involved in a formal professional association or network

- 1. Strongly Disagree
- 2.
- 4. Uncertain
- 5.
- 7. Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
39.Prestigious	_	_	F21	_	-	-	-	-	2741
40.Up or Out	_	_	F22	_	-	-	_	-	2742
41. Viable paths	s -	-	F24	-	-	-	-	-	2743
42.Two tracks	_	-	F25	-	-	-	-	-	2744
43.Stability	_	-	F26	-	-	-	-	_	1 2745
44.Subspecialty	, -	-	F27	-	-	-	-	-	2746
45.Clear idea	· -	-	F28	-	-	-	-	-	1 2747
46.1050 billets	s -	-	F29	-	-	-	-	_	1 2748
47.Clear for CI		-	F30	-	-	-	-	-	1 2749
48.Retain/20 yr	r. -	-	F31	-	-	_	-	-	2750
49.Detailers	-	-	F32	-	-	_	_	_	2751
50.Informal	_	-	F41	-	_	-	-	-	2752
51.Formal	-	-	F42	-	-	-	-	-	1 2753

NOTES:

These questions are a continuation of "Career Management" and "Career Management2", & "3".

ENTRY NAME: CAREER MANAGEMENT5

SECTION: Career Management SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning officers' community.

ITEM(S):

- 52. I have been counseled on the "right" contacts to make to help further my Navy career
- 53. I have counseled a more junior officer in career-related matters
- 54. As a division officer, technical competence was more important to my job performance than general managerial skills
- 55. For department heads, general managerial skills were more important for good performance than technical competence
- 56. The best XOs/COs were officers who were generalists rather than specialists
- 57. A good career counseling system for General URLs probably would have prevented me from leaving the Navy
- 58. When contemplating whether or not to leave the Navy, I was aware of the possibility of switching designators (e.g. to Restricted Line Staff, or Surface Warfare)

- 1. Strongly Disagree
- 2.
- 3.
- 4. Uncertain
- 5. 5.
 - . Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	•	COLUMN LOCATION
52.Contacts	_	F12	F37	_	_	_	-	-	1	2754
53.Jun. Office:	r -	F18	F40	-	-	-	-	-	ĺ	2755
54.Div. Office:	r -	-	-	-	FB3	-	-	_	Ĺ	2756
55.Dept. Head	_	-	_	-	FB4	-	-	_	i	2757
56.XOs/COs	-	-	_	-	FB5	-	-	_	Ĺ	2758
57.Prevented	-	-	-	-	-	F6	_	_	İ	2759
58.Aware of	-	-	-	-	-	F7	-	-	İ	2760
									ı	

NOTES:

These questions are a continuation of "Career Management", "Career Management2", "Career Management3", and "Career Management4".

Response scale differs in: WOR & GOR
1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree
Questions in WOR are for SWOs only

ENTRY NAME: REVISIONS TO SWO CAREER PATH

SECTION: Career Management SECTION ITEM NO.: 003

DEFINITION:

A one-digit code which expressed officers' opinions of SWO career path changes.

ITEM(S):

Recent revisions in the SWO career path were introduced to increase an officers' technical competence and experience base, especially at the department head level. Which of the following best summarizes your opinion of these changes?

- The SWO career changes are a step in the right direction. We need more emphasis on specialization.
- 2. The SWO career changes have produced the right balance between a specialist and generalist orientation.
- 3. The SWO career changes represent a setback.
 SWOs should be generalists and not specialists.

ITEM	AWO	SWO	DESIG WOR		COLUMN LOCATION
SWO changes					

ENTRY NAME: IMPACT OF NEW SWO PATH ON PERFORMANCE

SECTION: Career Management SECTION ITEM NO.: 004

DEFINITION:

A one-digit response reflecting officers' opinion of how new SWO career will impact on fleet performance/readiness.

ITEM(S):

Which of the following best reflects your opinion of how the new SWO career will impact on fleet performance/readiness?

- 1. Fleet readiness will be greatly improved.
- 2. Fleet readiness will be somewhat improved.
- 3. Fleet readiness will not be effected.
- 4. Fleet readiness will be somewhat reduced.
- 5. Fleet readiness will be greatly reduced.

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Fleet perform.	-	F30	-	-	_	_	-	-	2762
									
									ļ

ENTRY NAME: OFFICERS IN MY COMMUNITY MAKE FLAG RANK

SECTION: Career Management SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating whether officers' feel that officers in their community make flag rank more than officers in other communities.

ITEM(S):

In comparison with other communities, officers in my community make flag rank:

- 1. Very Infrequently
- 2.
- 3.
- 4. At the same rate
- 5.
- 6.
- 7. Very Frequently

ITEM	AWO	SWO			TRAN	COLUMN LOCATION
Flag Rank						

ENTRY NAME: IMPORTANCE FOR MAKING FLAG RANK

SECTION: Career Management SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses indicating the importance of various factors for making flag rank.

ITEM(S):

Rate the importance of each of the following, within your community, for making flag rank.

- 1. High Specialization
- Generalist (not overspecialized)
- 3. Superb performance
- 4. Have right contacts
- 5. Have punched the right tickets

- 1. Of no importance
- 2. Of little importance
- 3. Of moderate importance
- 4. Of considerable importance
- 5. Of utmost importance

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Specializ.	F21A	F32A		G10A		-	_	_	2764
2.Generalist	F21B	F32B	-	G10B	-	-	-	-	1 2765
3.Subperb	F21C	F32C	-	G10C	-	-	-	_	1 2766
4.Right Cont.		F32D	_	G10D	-	-	-	-	1 2767
5.Tickets	F21E	F32E	_	G10E	-	-	-	-	1 2768
									1
									1
									Ì
									1
									1
•									1

NOTES:

Response scale differs in:

DESIG - 1=Of no importance 2 3=Of moderate importance 4 5=Of utmost importance

ENTRY NAME: ATTRACTIVENESS OF A DESIGNATOR CHANGE

SECTION: Career Management SECTION ITEM NO.: 007

DEFINITION:

A series of one-digit responses indicating how attractive a designator change would be to the officer.

ITEM(S):

How attractive would a designator change be...

- 1. if it would allow you to remain in the cockpit, or next to your present airplane, for a full career (including opportunity for promotion to 0-6)?
- 2. if you were guaranteed to be in the cockpit for a full career, regardless of the type of plane or mission you would be involved with?
- 3. if you were expected to maintain a standard sea/shore tour rotation pattern with the change specified in item b?
- 4. if it included division officer and department head duties but did not include any opportunity to command a squadron?

- 1. Very Unattractive
- 2. Unattractive
- 3. Neither Attractive Nor Unattractive
- 4. Attractive
- 5. Very Attractive

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	1	COLUMN LOCATION
1.Cockpit	F22A	_	_	-	-	-	-	_	i	2769
2.Guaranteed	F22B	-	-	-	_	-	-	-	ĺ	2770
3.Sea/Shore	F22C	-	-	_	-	~	-	-	1	2771
4.Include duty	F22D	-	-	-	_	-	-	_	1	2772
_									1	
									- 1	

ENTRY NAME: INFLUENCE OFFICERS PRESENTLY HAVE/POLICY

SECTION: Career Management SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses indicating how much influence officers presently have over policies.

ITEM(S):

How much say or influence do you think each of the following officers presently have over the career policies and practices within your community?

- 1. Yourself
- 2. Other officers you work with (in general)
- 3. Your CO
- 4. Other COs in your wing
- 5. The wing commander
- 6. Detailers
- 7. Placement officers
- 8. The aviation community manager
- 9. DCNO (Air Warfare)

- 1. None
- 2. Little
- 3. Some
- 4. Quite A Bit
- 5. Very Much

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	COLUMN TRAN LOCATION
1.Yourself	-	-	-	_	-	-	_	C1AA 2773
2.Officers	-	-	-	_	-	-	-	C1BA 2774
3.CO	-	-	-	-	-	-	-	C1CA 2775
4.Other COs	-	-	-	_	-	_	-	C1DA 2776
5.Wing Comm.	-	-	-	-	-	-	-	C1EA 2777
6.Detailers	-	-	-	-	_	-	-	C1FA 2778
7.Place. Offic		-	-	-	-	-	_	C1GA 2779
8.Manager	-	_	-	_	_	-	-	C1HA 2780
9.DCNO	-	-	-	-	-	-	-	C1IA 2781

ENTRY NAME: INFLUENCE OFFICERS SHOULD HAVE/POLICY

SECTION: Career Management SECTION ITEM NO.: 009

DEFINITION:

A series of one-digit responses indicating how much influence officers should have over policies.

ITEM(S):

How much say or influence do you think each of the following officers should have over the career policies and practices within your community?

- 1. Yourself
- 2. Other officers you work with (in general)
- 3. Your CO
- 4. Other COs in your wing
- 5. The wing commander
- 6. Detailers
- 7. Placement officers
- 8. The aviation community manager
- 9. DCNO (Air Warfare)

- 1. None
- 2. Little
- 3. Some
- 4. Quite A Bit
- 5. Very Much

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	COLUMN TRAN LOCATION
1.Yourself	_	-	_	_	_	_	_	C1AB 2782
2.Officers	-	_	_	-	-	_	_	C1BB 2783
3.Your CO	-	-	-	-	-	_	_	C1CB 2784
4.Other COs	-	_	-	-	-	-	-	C1DB 2785
5.Wing Comman.	-	-	-	-	-	-	-	C1EB 2786
6.Detailers	-	-	-	-	-	-	-	C1FB 2787
7.Place. Off.	-	-	-	-	-	-	-	C1GB 2788
8.Manager	-	-	-	-	-	-	-	C1HB 2789
9.DCNO	_	-	-	-	_	-	-	C1IB 2790
								1
								1
								1

ENTRY NAME: INFLUENCE OFFICERS PRESENTLY HAVE/CAREER

SECTION: Career Management SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses indicating how much influence officers presently have over the direction of officers' career paths.

ITEM(S):

How much say or influence do you think each of the following officers presently have over the direction of your career path in the Navy?

- 1. Yourself
- 2. Other officers you work with (in general)
- 3. Your CO
- 4. Other Cos in your wing
- 5. The wiry commander
- 6. Detailers
- 7. Placement officers
- 8. The aviation community manager
- 9. DCNO (Air Warfare)

- 1. None
- 2. Little
- 3. Some
- 4. Quite A Bit
- 5. Very Much

ITEM	AWO	SWO	GURL	DESIG WOR	GOR	RET	COLUMN TRAN LOCATION
1.Yourself	_	_	_				C2AA 2791
2.Officers	_	-	-		-	-	C2BA 2792
3.Your CO	-	-	-		-	-	C2CA 2793
4.Other COs	-	-	-		-	-	C2DA 2794
5.Wing Comm.	-	-	-		_	-	C2EA 2795
6.Detailers	-	_	-		-	-	C2FA 2796
7.Place. Offic		-	-		-	-	C2GA 2797
8.Manager	-	-	-		-	-	C2HA 2798
9.DCNO	-	-	-		-	-	C2IA 2799

ENTRY NAME: INFLUENCE OFFICERS SHOULD HAVE/CAREER

SECTION: Career Management SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating how much influence officers should have over direction of career.

ITEM(S):

How much say or influence do you think each of the following officers should have over the direction of your career path in the Navy?

- 1. Yourself
- 2. Other officers you work with (in general)
- 3. Your CO
- 4. Other COs in your wing
- 5. The wing commander
- 6. Detailers
- 7. Placement officers
- 8. The aviation community manager
- 9. DCNO (Air Warfare)

- 1. None
- 2. Little
- 3. Some
- 4. Quite A Bit
- 5. Very Much

ITEM	AWO	SWO	GURL	DESIG WOR	GOR	RET	COLUMN TRAN LOCATION
1.Yourself	-	-	-		_	-	C2AB 2800
2.Officers	-	-	-		-	-	C2BB 2801
3.Your CO	-	-	-		-	-	C2CB 2802
4.Other COs	-	-	-		-	-	C2DB 2803
5.Wing Comm.	-	-	_		_	-	C2EB 2804
6.Detailers	-	-	-		-	-	C2FB 2805
7.Place. Offic		-	-		-	-	C2GB 2806
8.Manager	-	-	-		-	-	C2HB 2807
9.DCNO	-	-	-		-	-	C2IB 2808

ENTRY NAME: CAREER POLICY IMPLEMENTED CURRENTLY

SECTION: Career Management SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating the way career policies are currently implemented in the community.

ITEM(S):

Below are several statements that relate to the way career policy is implemented in your community (VP, VF, VAL, etc.). Indicate the current extent that each statement is true for your community.

- 1. Established career policies and practices make life difficult for the nonconformist in a squadron
- 2. It is clear as to which assignments will enhance an officer's career, although this information may not be explicitly stated in a manual somewhere
- 3. Officers instinctively know what billets are required in order to be promoted
- 4. There is a lot of flexibility available to officers to determine their own career path
- 5. An officer's Navy career is fairly well planned out for him
- 6. There are a lot of written rules and regulations that determine officer careers in my community
- 7. Very little information about which assignments will enhance an officer's career is explicitly stated in a manual somewhere
- 8. Written policy clearly states what assignments and billets are required in order to be promoted
- 9. Promotion is obtained by learning and following standard work procedures
- 10. Promotion is obtained by questioning well-established ways of doing things
- 11. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments
- 12. It's not so much "what you do" but "who you know" that gets one ahead in this community

- 1. Not At All
- 2. A Little Extent
- 3. Some Extent
 - Considerable Extent

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	COLUMN TRAN LOCATION
1. Noncomform.	_	_	-	_	_	-	-	C3AA 2809
2. Career-enha.	-	-	-	-	-	-	-	C3BA 2810
3. Offic. know	_	-	-	-	-	-	-	C3CA 2811
4. Flexibility	_	-	-	-	-	_	_	C3DA 2812
5. Well planned	_	-	_	-	-	-	-	C3EA 2813
6. Written rule	-	-	· -	-	-	-	-	C3FA 2814
7. Little info	-	-	-	-	-	-	-	C3GA 2815
Writt. pol.	-	-	_	-	-	_	-	C3HA 2816
9. Promotion	-	_	-	-	-	-	-	C3IA 2817
10.Questioning	_	-	-	-	-	-	-	C3JA 2818
11.0ld boy	-	-	-	-	_	-	-	C3KA 2819
12.Who you know	_	-	-	-	-	~	-	C3LA 2820

ENTRY NAME: CAREER POLICY PREFERRED IN COMMUNITY

SECTION: Career Management SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating the preferred extent in which officers would like to see career policy implemented.

ITEM(S):

Below are several statements that relate to the way career policy is implemented in your community (VP, VF, VAL, etc.). Indicate the preferred extent that each statement be true.

- 1. Established career policies and practices make life difficult for the nonconformist in a squadron
- 2. It is clear as to which assignments will enhance an officer's career, although this information may not be explicitly stated in a manual somewhere
- 3. Officers instinctively know what billets are required in order to be promoted
- 4. There is a lot of flexibility available to officers to determine their own career path
- 5. An officer's Navy career is fairly well planned out for him
- 6. There are a lot of written rules and regulations that determine officer careers in my community
- 7. Very little information about which assignments will enhance an officer's career is explicitly stated in a manual somewhere
- 8. Written policy clearly states what assignments and billets are required in order to be promoted
- 9. Promotion is obtained by learning and following standard work procedures
- 10. Promotion is obtained by questioning well-established ways of doing things
- 11. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments
- 12. It's not so much "what you do" but "who you know" that gets one ahead in this community

- 1. Not At All
- 2. A Little Extent
 - . Some Extent
 - . Considerable Extent

ITEM A	WO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN (COLUMN LOCATION
1. Noncomform.	_	-	-	_	-	-	_	C3AB	2821
2. Enhan. career	-	-	-	-	-	-	-	C3BB	2822
3. Instinctively	-	-	-	-	-	-	-	C3CB	2823
4. Flexibility	-	-	-	-	-	-	_	C3DB	2824
5. Planned out	-	-	-	-	-	-	-	C3EB	2825
6. Written rule	-	-	-	-	-	-	-	C3FB	2826
7. Little info	-	-	-	-	-	-	_	C3GB	2827
8. Writt. policy	-	-	-	-	-	-	-	C3HB	2828
9. Promotion	-	-	~	-	-	-	-	C3IB	2829
10.Questioning	-	-	-	-	-	-	-	C3JB	2830
11.0ld boy	-	-	-	-	-	-	_	C3KB	2831
12.Who you know	-	-	-	-	-	-	-	C3LB	2832
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ENTRY NAME: ROTATING OFFICERS/NON-OPERATIONAL

SECTION: Career Management SECTION ITEM NO.: 014

DEFINITION:

A one digit response indicating how easy it would be to rotate officers of the same grade in non-operational assignments.

ITEM(S):

Within your community, how easy would it be to rotate officers of the same grade, so that each could do a good job performing the others' tasks—in non-operational assignments?

- 1. Very difficult. Most members would need extensive retraining.
- 2. Quite difficult. Some members would need extensive retraining.
- 3. Somewhat difficult. A few members would need retraining.
- 4. Quite easy. Some members would need only minor retraining.
- 5. Very easy. No members would need retraining.

ITEM	OWA	SWO			COLUMN LOCATION
Rotating					

ENTRY NAME: ROTATING OFFICERS/OPERATIONAL

SECTION: Career Management SECTION ITEM NO.: 015

DEFINITION:

A one-digit response indicating how easy it would be to rotate officers of the same grade in operational assignments.

ITEM(S):

Within your community, how easy would it be to rotate officers of the same grade, so that each could do a good job performing the others' tasks—in operational assignments?

- 1. Very difficult. Most members would need extensive retraining.
- 2. Quite difficult. Some members would need extensive retraining.
- 3. Somewhat difficult. A few members would need retraining.
- 4. Quite easy. Some members would need only minor retraining.
- 5. Very easy. No members would need retraining.

ITEM	AWO	swo	DESIG WOR		COLUMN TRAN LOCATION
					C5 2834

ENTRY NAME: OFFICERS SIMILARLY TRAINED/NON-OPERATIONAL

SECTION: Career Management SECTION ITEM NO.: 016

DEFINITION:

A one-digit code indicating whether officers should be similarly trained in non-operational assignments.

ITEM(S):

Officers of the same grade should be similarly trained, so that each could do a good job performing the others' tasks--in non-operational assignments.

- Strongly Disagree
 Disagree
- 3. Uncertain
- 4. Agree
- 5. Strongly Agree

ITEM	AWO	SWO		GOR	COLUMN TRAN LOCATION
Non-operation.					C6 2835

ENTRY NAME: OFFICERS SIMILARLY TRAINED/OPERATIONAL

SECTION: Career Management SECTION ITEM NO.: 017

DEFINITION:

A one-digit code indicating whether officers should be similarly trained for operational assignments.

ITEM(S):

Officers of the same grade should be similarly trained, so that each could do a good job performing the others' tasks--in operational assignments.

- 1. Strongly Disagree
- 2. Disagree
- 3. Uncertain
- 4. Agree
- 5. Strongly Agree

ITEM	OWA	SWO	 DESIG	=	 	COLUMN LOCATIO	
Operational			_			2836	_

ENTRY NAME: REALISTIC ALTERNATIVES TO NAVY CAREER

SECTION: Career Management SECTION ITEM NO.: 018

DEFINITION:

A one-digit response indicating to what extent there are realistic alternatives to current Navy career.

ITEM(S):

To what extent are there realistic alternatives to your current Navy career that you could take advantage of within the next six months?

- 1. To a very great extent
- 2. To a considerable extent
- 3. To some extent
- 4. To a little extent
- 5. Not at all

ITEM	AWO			COLUMN TRAN LOCATION	
Alternatives					•

ENTRY NAME: AVAILABILITY OF COMPARABLE CIVILIAN JOB

SECTION: Career Management SECTION ITEM NO.: 019

DEFINITION:

A one-digit code indicating the likelihood of finding a comparable job outside the Navy with same income and fringe benefits.

ITEM(S):

About how easy would it be for you to find a job outside the Navy with approximately the same income and fringe benefits you now have?

- 1. Very easy
- 2. Somewhat easy
- 3. Somewhat difficult
- 4. Very difficult

ITEM	AWO	SWO	 DESIG WO	 		•	COLUMN LOCATION
Comparable job				-	C9		_

APPENDIX H INFO DISSEMINATION

ENTRY NAME: NAVY'S ABILITY TO DISSEMINATE INFO

SECTION: Info Dissemination SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating how well the Navy is disseminating information on its policies.

ITEM(S):

Listed below are statements about the content of the November 1984 policies and others affecting General URLs. For each statement, please indicate whether you believe the item is true or fale or are uncertain. The purpose of these items is to determine how well the Navy is disseminating information on its policies.

- 1. It is possible for an individual to switch from both the General and Specialist Tracks to the Materiel Professional Track
- Individuals in the General Track do not serve in subspecialty billets
- 3. Individuals in the Specialist Track are not considered for commanding officer slots
- 4. Only proven subspecialists are considered by a board for designation to the Specialist Track
- 5. Once an officer has been selected to be a proven subspecialist the Navy cannot rescind this decision
- 6. An individual must serve in two subspecialty billets in the same area, such as Manpower, Personnel and Training (XX33), and be selected by a board, before they are designated as a subspecialist
- 7. I feel that I am knowledgeable about major policy changes that have taken place in the last two years that have affected the General URL community
- 8. The change that has 110X officers detailing 1100s has been implemented on a trial basis
- 9. The Navy has mandated that 75% of the shore LCDR CO and XO 1000 billets be reserved for General URLs, although the specific billets being reserved will not always be the same
- 10. When a General URL ensign's initial assignment is such that he/she cannot gain subspecialty or division officer experience, he/she will, if possible, be split toured to gain such experience or be given a 2-year, instead of a 3-year tour

- 1. True
 - . False
- 3. Uncertain

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Switch MP 2. No subspec. 3. Comman. slot 4. Board / des: 5. Rescind dec: 6. Serve in two 7. Knowledgeabl 8. Detail. 1100 9. 75% billets 10.GURL ensign	ig is o - le -	 	G1 G2 G3 G4 G5 G6 G7 G8 G9 G10	*	- - - - - - - -	- - - - - - - -	- - - - - - - -	-	2839 2840 2841 2842 2843 2844 2845 2846 2847 2848

ENTRY NAME: IMPORTANCE OF MILESTONES FOR SUCCESS

SECTION: Info Dissemination SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating how important various career milestones are for success as a General URL officer.

ITEM(S):

For each of the following career milestones, indicate its importance to success as a General URL officer. Use the following scale to rate the items.

- Obtaining a master's degree that confers a subspecialty code
- 2. Becoming a proven subspecialist
- 3. Screening for XO
- 4. Screening for CO
- 5. A tour of duty at Washington HQ STAFF
- 6. A tour of duty at a joint command
- 7. Serving division officer/department head tours
- 8. Attending Junior or Senior Service College
- 9. Screening for major command

- 1. Important to success in Specialist Track
- 2. Important to success in General Track
- Important to success in both Specialist and General Tracks
- 4. Unimportant to success in either
- 5. The Navy has not provided enough information for me to respond

ON

ENTRY NAME: SOURCES OF INFO ON GENERAL & SPECIALIST

SECTION: Info Dissemination SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating the source which provided the best information on two tracks.

ITEM(S):

Examine the following sources of information on the General and Specialist Career Tracks.

Select the one source that has provided you with the best information on these two tracks:

- 1. Perspective
- 2. Community manager
- 3. Navy Times
- 4. Detailers
- 5. Peers
- 6. Senior General URL officers
- 7. Officer networks or associations
- 8. Other
- 9. None
- I have not heard of the career tracks mentioned.

ITEM	AWO	SWO	DESIG			COLUMN LOCATION
_			_			

ENTRY NAME: HELPFULNESS OF INFORMATION SOURCE

SECTION ITEM NO.: 004 SECTION: Info Dissemination

DEFINITION:

A one-digit code indicating the helpfulness of the source when providing information on two tracks.

ITEM(S):

Evaluate the source of information you have selected on the following scale.

- 1. Extremely Helpful
- Very Helpful
 Mildly Helpful
- 4. Slightly Helpful

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Helpfulness	~	-	G12B	_	-	-	_	-	2859
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APPENDIX I CAREER AND MARITAL STATUS

ENTRY NAME: FAMILY'S IMPACT ON CAREER

SECTION: Career & Marital Status SECTION ITEM NO.: 001

DEFINITION:

A series of responses indicating degree of agreement with statements related to the family's impact on officer's career.

ITEM(S):

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

- 1. My spouse's career limits considerably the options available in my career decisions
- 2. At the present time, my career is more important to me than my spouse's career
- 3. I feel that my detailer will make an honest effort to co-locate my spouse and me
- 4. I have cut back on my career involvement in order to meet the needs of my spouse and/or children
- 5. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages
- 6. Better support services (e.g., spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples
- 7. Family separation, because of deployment, makes my Navy career less attractive
- 8. Family separation, because of in-port working hours, is a problem
- 9. A single female General URL has a greater opportunity to succeed in the Navy than does a married female General URL officer
- 10. My detailer conveys (or I expect that he/she will convey) the attitude that I am a valuable resource to the Navy
- 11. My career suffered due to the.... I had as a parent and/or spouse
- 12. Problems with colocation made my Navy career less attractive
- 13. Family separation, because of deployment....to my spouse
- 14. Family separation, because of deployment....to myself

RESPONSE SCALE:

- 1. Strongly Disagree
- 2.

6.

- 4. Neutral
- 5.
- Strongly Agree
 - NA

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	COLUMN TRAN LOCATION
1. Spouse's	GA1	GA1	HA1	FA1		E1	_	E5A 2860
2. More import.		GA2	HA2	FA2	-	E2	-	E5B (2861
3. Honest effor		GA5	HA3	FA4	-	-	-	E5F 2862
4. Cut back	GA6	GA6	HA4	FA5	E4	E4	-	E5G 2863
5. Red. stress	GA7	GA7	HA5	FA6	-	E6	-	E5H 2864
6. Supp. serv.	GA8	GA8	HA6	FA7	-	E7	-	E5I 2865
7. Deployment	GA3	GA3	_	-	E1	-	-	- 2866
8. In-port	GA4	GA4	-	FA3	E2	-	-	E5E 2867
9. Female GURL	-	-	HA7	_	-	E8	-	- 2868
10.Resource	-	-	HA8	-	-	-	-	- 2869
11.Suffered	-	_	_	-	E3	E 5	-	- J 2870
12.Colocation	-	-	***	_	-	E 3	_	- 2871
13.My spouse	-	-	-	-	_	-	_	E5C 2872
14.Myself	-	-	-	-	-	-	-	E5D 2873

NOTES:

Response scale differs in:

WOR & GOR - 1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree & TRAN 5=Strongly Agree 6=N/A

Reverse code question #2 in GOR.

ENTRY NAME: IS YOUR WIFE EMPLOYED

SECTION: Career & Marital Status SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating whether spouse is employed.

ITEM(S):

If you are married, is your wife employed
 (yes/no)?

- 1. Yes
- 2. No

ITEM	AWO	SWO			TRAN	COLUMN LOCATION

ENTRY NAME: HOW IS SPOUSE EMPLOYED

SECTION: Career & Marital Status SECTION ITEM NO.: 003

DEFINITION:

A two-digit code indicating how officers' spouse is employed.

ITEM(S):

How is your spouse primarily employed? (Choose best response)

- 1. Full-time homemaker
- Secretary/clerical
- 3. Teacher
- 4. Professional
- 5. Engineer
- 6. Business/finance
- 7. Navy officer
- 8. Navy enlisted
- 9. Other military
- 10. Other
- 11. Nurse
- 12. Sales
- 13. Other military officer
- 14. Other military enlisted

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Spouse Employ	GA9	GA9	HA13	FA8	E6	-	_	E4	2875-2876
									
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									[
									
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NOTES:

Response scale differs in:

TRAN - 1=Full-time homemaker 2=Secretary/Clerical 3=Retail Sales 4=Teacher 5=Nurse 6=Engineer 7=Other Professional 8=Navy officer 9=Navy enlisted 10=Other military, officer 11=Other military, enlisted 12=Other

DESIG-The response choice of "Teacher" is not included

WOR-1=I was not married 2=Full-time homemaker 3=Secretary/Clerical 4=Teacher 5=Nurse 6=Sales 7=Engineer 8=Other professional 9=Business/finance 10=Navy officer 11=Navy enlisted 12=Other military/officer 13=Other military/enlisted 14=Other

These scales were recoded to values on previous page.

ENTRY NAME: YEARS MARRIED TO CURRENT SPOUSE

SECTION: Career & Marital Status SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating how many years officers' have been married to their current spouse.

ITEM(S):

How many years have you been married to your current spouse?

- 1. Less than 1 year
- 2. 1-2 years
- 3. 3-5 years 4. 6-10 years
- 5. 11-15 years
- 6. More than 15 years

ITEM	AWO	SWO	DESIG WOR		! COLUMN TRAN LOCATION	
Yrs. Married						

ENTRY NAME: FINANCIAL RESPONSIBILITY/DEPENDENT KIDS

SECTION: Career & Marital Status SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating whether officer is financially responsible for any dependents.

ITEM(S):

Are there children or other dependents that you are partially or totally responsible for financially (yes/no)?

- 1. Yes
- 2. No

ITEM	AWO	SWO	GURL	DESIG N	WOR	GOR	RET	TRAN	COLUMN LOCATION
Dependents	-	-	-	-	-	-	A7	-	2878

ENTRY NAME: SATISFACTION WITH MARRIAGE

SECTION: Career & Marital Status SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating how satisfied officer is with marriage.

ITEM(S):

All in all, how satisfied would you say you are with your marriage?

- 1. Not at all Satisfied
- 2. Not too Satisfied
- 3. Somewhat Satisfied
- Very Satisfied
 Extremely Satisfied

ITEM	OWA	SWO	DESIG WOR	-	TRAN	COLUMN LOCATION
					E2	

NOTES:

Response scale differ in:

RET - 1=Extremely Satisfied 2 3 4=Neutral 5 6 7=Extremely Dissatisfied 8=N/A

ENTRY NAME: INVOLVEMENT OF SPOUSE IN DECISION

SECTION: Career & Marital Status SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating how involved spouse was in the decision to change designator.

ITEM(S):

How involved was your spouse in your decision to change designator?

- 1. I defered to spouse
- 2.
- 3.
- 4. Equal input
- 5.
- 6.
- 7. I decided alone
- 8. N/A

ITEM	AWO	SWO				İ	COLUMN LOCATION
Involvement							

ENTRY NAME: INVOLVEMENT OF SPOUSE IN REASSIGNMENT

SECTION: Career & Marital Status SECTION ITEM NO.: 008

DEFINITION:

A one-digit code indicating how involved spouse was in reassignment.

ITEM(S):

How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)?

- 1. I defer to spouse's wishes
- 2.
- 3.
- 4. Equal participation
- 5.
- 6.
- 7. I decide alone
- 8. N/A

ITEM	AWO	SWO			TRAI	•	COLUMN LOCATION
Reassignment							

ENTRY NAME: INVOLVEMENT OF SPOUSE IN MAJOR DECISIONS

SECTION: Career & Marital Status SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating involvement of spouse in major career decisions.

ITEM(S):

How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc?

- 1. I defer to spouse's wishes
- 2.
- 3.
- 4. Equal participation
- 5.
- 6.
- 7. I decide alone
- 8. N/A

ITEM	AWO	SWO	 	 GOR		i	COLUMN LOCATION
Major decision							

ENTRY NAME: SPOUSE'S FEELINGS TOWARD NAVY CAREER

SECTION: Career & Marital Status SECTION ITEM NO.: 010

DEFINITION:

A one-digit code indicating spouses' feelings toward Navy career.

ITEM(S):

How do you think your spouse feels toward your Navy career?

- Completely opposed
 Moderately opposed
- 3. Neutral
- 4. Moderately supportive
- 5. Completely supportive

ITEM	OWA	SWO	 DESIG	_	 	COLUMN TRAN LOCATION
	_		FA11			

NOTES:

Response scale differs in:

WOR - 6=N/A

ENTRY NAME: IMPACT ON MOST RECENT PCS MOVE

SECTION: Career & Marital Status SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating the impact of various factors on most recent PCS move.

ITEM(S):

Rate the below items with regard to the extent of their impact on your most recent PCS move.

- 1. My spouse's employment
- 2. Disruptions in children's schooling
- 3. My out-of-pocket expenses
- 4. Disruptions in social relations
- 5. The moving process itself
- 6. My unavailability to help the family (en route training, for example)
- 7. Obtaining child care

- 1. To No Extent
- 2. To A Little Extent
- 3. To Some Extent
- 4. To A Considerable Extent
- 5. To A Very Great Extent

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Employment	GA13A	GA13A	HA12A	FA12A	-	-	_	-	2884
2.Disruptions					-	-	-	-	1 2885
3.Out-of-pock.					-	-	-	-	2886
4. Social rela.		GA13D GA13E			_	_	_	<u>-</u>	2887 2888
5.Process 6.Unavailable		GA13E			_	_	_	-	2889
7.Child care		GA13G			_	-	_	_	2890

NOTES:

Response scale differs in:

DESIG - 1=To no Extent 2 3=To some extent 4 5=To a Great Extent

ENTRY NAME: IMPACT OF MARITAL STATUS ON CAREER

SECTION: Career & Marital Status SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating level of agreement with various statements concerning the impact of marital status on career.

ITEM(S):

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

- Single officers work the same number of hours as married personnel
- Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in support of spouse co-location
- 3. Marital status should be taken into consideration in the assignment process
- 4. I believe there is a disparity in entitlements /allowances between married and single personnel
- 5. There is too much conern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment
- 6. The Navy treats its single personnel as fairly as it does its married personnel

- 1. Strongly Disagree
- 2.
- 4. Uncertain
- 5.
- 6.
- 7. Strongly Agree

ITEM /	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1.Work same hrs.	.GB1	GB1	HB1	FB1	_	-	-	-	2891
2.Co-location	GB2	GB2	HB2	FB2	-	-	-	-	1 2892
3.Marit. status	GB3	GB3	HB3	FB3	-	-	-	-	2893
4.Disparity	GB4	GB4	HB4	FB4	-	-	-	-	2894
5.Recreation	GB5	GB5	HB5	FB5	-	_	-	-	2895
6.Treats fairly	GB6	GB6	HB6	FB6	-	-	-	-	2896
=									4

NOTES:

Response scale differs in:

DESIG - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree

APPENDIX J EDUCATION, TRAINING, AND PROFESSIONAL DEVELOPMENT

ENTRY NAME: EDUCATION, TRAINING, & PROFESSIONAL DEVELOPMENT

SECTION: ETPD SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating level of agreement with various statements concerning education, training, and professional development.

ITEM(S):

Please indicate your level of agreement to the below items in evaluating the first four items, consider

ASW, CIC, etc. *Each survey contained *only one of these as technical schools and LMET etc. as non-technical ones. Omit consideration of major professional schools such as NPGS or War College.

- Navy school(s) that I completed during my most recent transfer or present assignment...my job (mark "8" if none completed)
- 2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a naval officer
- 3. I believe that non-technical schools improve my ability to do my job
- Technical schools will increase my promotion opportunities much more than non-technical service schools
- 5. My community (ship) has a planned program for rotating junior officers through several departments....if on shore duty)
- 6. Obtaining a postgraduate degree will strengthen...for promotion
- 7. If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer
- 8. The development of a subspecialty is important for my Navy career
- The development of a subspecialty is important for my career beyond the Navy
- 10. High performing officers (0-5)....Materiel Professional career path
- 11. High performing officers (0-4)....Materiel Professional career path
- 12. I have been encouraged....etc.) to pursue a graduate education

- 1. Strongly Disagree
- 2.
- 4. Neutral
- 5. 6.
- . Strongly Agree
- J. N/A

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Valuable 2. Training 3. Non-tech. 4. Technical 5. Rotating 6. Postgrad. 7. Leaving 8. Import. now 9. Import. lat 10.0-5 11.0-4 12.Graduate		H1 H2 H3 H4 H7 H9 H11 H12 H13 H16 H17	11 12 13 14 115 15 112 16 17 18 19			-	- - - - - - - - -	- - - - - - - -	2897 2898 2899 2900 2901 2902 2903 2904 2905 2906 2907 2908

ENTRY NAME: ETPD2

SECTION: ETPD SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning education, training, and professional development.

ITEM(S):

- 13. I would rather receive a postgraduate degree from a civilian institution than NPGS
- 14. More emphasis should be placed on developing an officers' leadership abilities rather than general managerial skills
- 15. Attending one of the war colleges is important for my Navy career
- 16. I must obtain at least one operational tour FITREP as department head before I can screen for command
- 17. Obtaining one or more surface warfare qualifications will enhance my chances of being selected for command
- 18. I have been provided all of the opportunity I need to progress toward my squadron professional qualifications
- 19. If an URL officer (116X) does not qualify within 24 months of shipboard duty, this may result in reassignment to shore duty and a designator change to 110X
- 20. The assignment of an officer on sea duty as a division officer, may be a collateral duty
- 21. I can predict with fair accuracy the subspecialties that will help me advance in my Navy career
- 22. My primary subspecialty limits opportunity for future career enhancing assignments
- 23. My decisions about postgraduate education in the Navy are/were driven by my desire to develop a basis for my second career after retirement
- 24. It is important for General URL Officers to be evaluated in "leadership roles" early in their career

- 1. Strongly Disagree
- 2.
- 4. Neutral
- 5. 6.
- Strongly Agree
 - N/A

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13.NPGS	H11	H10	_	_	-	_	-	-	2909
14.Leadership	H15	H14	_	-	_	-	_	-	2910
15.War college	H16	H15	-	-	_	-	-	-	2911
16.FITREP	н6	H5	I14	-	_	-	-	_	2912
17.SWO qual.	H5	-	-	-	-	-	-	-	1 2913
18.Squadron	н8	-	-	-	-	-	_	-	! 2914
19.24 months	-	Н6	-	-	-	-	-	_	2915
20.Collateral	-	H18	-	-	-	-	-	-	2916
21.Subspecial.	-	-	I10	-	-	-	-	-	2917
22.Primary sub		-	111	-	_	-	-	-	i 2918
23.Second care		-	I13	-	-	-	-	_	1 2919
24.Leader roles	s -	-	116	-	-	-	-	_	1 2920

NOTES:

These questions are a continuation of "Education, Training, & Professional Development".

Question differs in:

SWO: #16 An officer must serve as the head of a major department before selection for assignment as an executive officer afloat

ENTRY NAME: REMAINING IN FLYING BILLETS

SECTION: ETPD SECTION ITEM NO.: 002

DEFINITION:

A one-digit response indicating whether officer would be interested in remaining in flying billets for remainder of career.

ITEM(S):

To what extent would you be interested in flying billets for the remainder of your career, if by policy you could not advance beyond CDR?

- 1. To a small extent
- 2.
- 4. Uncertain
- 5.
- 6.
- 7. To a great extent

ITEM	 		_	 	TRAN	İ	COLUMN LOCATION
Flying billets				 			

ENTRY NAME: SUBSPECIALTIES CONTRIBUTE TO 110X CAREER

SECTION: ETPD SECTION ITEM NO.: 003

DEFINITION:

ح

A series of one-digit responses indicating the extent to which each subspecialty contributes to an 110X officer's Navy career.

ITEM(S):

Listed below are 12 subspecialty education/skill fields. Please indicate the extent to which you believe that each field contributes to an 110X officer's Navy career.

- Intelligence (Joint Intelligence, Naval Technical Intelligence)
- Pol-Mil/Strategic Planning (Europe, International Negotiation)
- Management (Financial, Transportation, Manpower/Personnel/Training Analysis)
- 4. Applied Logic (Operations Logistics)
- 5. Operations Systems Technology (ASW,C2)
- 6. Naval Systems Engineering (Nuclear Engineering Electronic Engineering)
- 7. Weapons Engineering (Chemistry, Nuclear Physics)
- 8. Communications (Engineering, Systems Technology)
- 9. Computer Technology (Science, Systems Technology)
- 10. Operations Analysis (Quantitative Economics, Applied Math)
- 11. Space Systems Operation (Operations, Engineering)
- 12. Environmental Science (Geophysics, Oceanography, Meteorology)

- 1. Not at all
- 2. To a Small Extent
- 3. To Some Extent
- 4. To a Great Extent
- 5. To a Very Great Extent
- 6. Uncertain

ITEM A	W O	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Intelligence 2. Pol-Mil 3. Management 4. Applied Logic 5. Operations 6. Engineering 7. Weapons 8. Communication 9. Computer 10.Analysis 11.Space Systems 12.Environmental	- - - - - - - -	SWO - - - - - - - - -	GURL 117A 117B 117C 117D 117E 117F 117G 117H 117I 117J 117K 117L	DESIG	WOR	GOR	RET	TRAN	

APPENDIX K CAREER ATTITUDES

ENTRY NAME: CAREER INTENT

SECTION: Career Attitudes SECTION ITEM NO.: 001

DEFINITION:

A one-digit response indicating an officer's certainty that he/she will continue an active Navy career at least until eligibility for retirement.

ITEM(S):

Career Intention: The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

- 1. 99.9-100% I am <u>virtually certain</u> that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
- 2. 90.0-99.8% I am almost certain I will continue my military career if possible.
- 3. 75.0-89.9% I am confident that I will continue my Navy career until I can retire.
- 4. 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
- 5. 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
- 6. 10.0-24.9% I am confident that I will not continue my Navy career until I can retire
- 7. 0.2-9.9% I am almost certain that I will leave the Navy as soon as possible
- 8. I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement

ITEM		AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Career	intent	11	I1	J1	H24	-	_	-	H1	2934
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) 	
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									1 	
									! !	

ENTRY NAME: SATISFACTION WITH CAREER

SECTION: Career Attitudes SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating officers' satisfaction with various aspects of career, occupation, personal life, etc.

ITEM(S):

- The more I think about it, the more I feel I made a bad move in entering my career
- 2. I am very satisfied with my occupation
- 3. I talk up the Navy to my friends as a great organization to work for
- 4. I am fortunate to be located where I am
- 5. I thoroughly enjoy my career
- 6. I thoroughly enjoy my field of work
- 7. I am proud to tell others that I am part of the Navy
- 8. I thoroughly enjoy my location
- 9. I take great pride in my career
- 10. I would feel happier with a different occupation
- 11. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined
- 12. I am very satisfied with my present location

RESPONSE SCALE:

- 1. Strongly Disagree
- 2.

5.

- 4. Neither Agree nor Disagree
- 6.Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Bad move 2. Satisfied 3. Talk up 4. Fortunate 5. Enjoy career 6. Enjoy field 7. Proud 8. Location 9. Pride 10.Happier 11.Glad 12.Very satis.	12 13 14 15 16 17 18 19 110 111	I2 I3	J2 J3 J4 J5 J6 J7 J8 J9 J10 J11 J12 J13	H1 H2 H3 H4 H5 H6 H7 H8 H9 H10 H11			B6A B6B B6C B6E B6F B6G B6H B6J B6K B6L	- - - - - - - - - -	2935 2936 2937 2938 2939 2940 2941 2942 2943 2944 2945 2946
								1	

NOTES:

Response scale differs in:

DESIG - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree RET - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree 8=N/A

ENTRY NAME CAREER SAT2

SECTION: Career Attitudes SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating an officer's satisfaction with career, occupation, personal life, etc.

ITEM(S):

- 13. I feel very good about my career
- 14. I definitely feel that I am in the right field of work
- 15. For me this is the best of all possible organizations for which to work
- 16. I would be more satisfied in a different location
- 17. I definitely feel that I am in the wrong career
- 18. I am very sorry I chose my occupation
- 19. I take a positive attitude toward myself
- 20. I have a definite plan for my career
- 21. I have a strategy for achieving my career goals
- 22. On the whole, I am satisfied with myself
- 23. Compared to other areas of my life, my chosen career is not very important to me

- 1. Strongly Disagree
- 2.
- 3.
- 4. Neither Agree nor Disagree
- 5. 5.
- Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13.Feel good	114	I14	J14	H13	-	-	в6м	-	2947
14.Right field	I15 I16	I15 I16	J15 J16	H14 H15	<u>-</u>	-	B6N B6T	-	2948 2949
15.Best organ. 16.More satis.	I17	110 117	J17	H16	_	_	B60	-	2950
17.Wrong career	118	I18	J18	H17	_	_	B6Q	-	2951
18.Sorry chose	I19	I19	J19	H18	_	-	B6R B6S	-	2952 2953
19.Pos. attit. 20.Career plan	120 121	120 121	J20 J21	H19 H20	_	-	-	-	2954
21.Strategy	122	122	J22	H21	-	-	_	-	2955
22.Satis. myse.		123	J23	-	-	-	B6P	-	2956
23.Chosen car.	124	124	J24	H22	-	-	_	-	2957

NOTES:

These questions are a continuation of "Satisfaction with Career".

Response scale differs in:

DESIG - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree RET - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree 8=N/A

ENTRY NAME: SATISFACTION DURING LAST YEAR IN NAVY

SECTION: Career Attitudes SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating how satisfied officer was during last year in Navy.

ITEM(S):

How satisfied were you in the following areas during your last year in the Navy ("Navy sat")?

- Certainty about the purpose and meaning of my life
- 2. My physical health
- My relationship with my child or children (N/A=8)
- 4. Personal relationships and friends
- 5. My own worth as a person
- 6. My feeling about how I conducted my life in the past
- 7. The opportunity to make the world a better place for coming generations
- 8. The time left to achieve my personal goals
- 9. The fairness with which people treated me in the past
- 10. My competence at work (N/A=8)
- 11. The validity of my personal values
- 12. My physical vigor or stamina

- 1. Extremely Satisfied
- 2. 3.
- 4. Neutral
- 5.
- 6.
- 7. Extremely Dissatisfied

ITEM A	MO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Purpose	_	_	-	_	-	~	E2A1	-	2958
2. Health	_	_	-	-	_		E2B1	- (2959
3. Child	_	-	-	-	-	-	E2D1	- 1	2960
4. Personal	-	-	-	-	-	-	E2E1	- 1	2961
5. Own worth	-	-	-	-	-	~	E2F1	- 1	2962
6. Conduct. life	. –	-	-	~	-	-	E2G1	- 1	2963
7. Better place	-	-	-	-	-		E2H1	- 1	2964
8. Time left	-	-	-	-	-	-	E2I1	- 1	2965
Fairness	-	-	-	-	-		E2J1	- (2966
10.Competence	-	-	_	-	-	-	E2K1	- 1	2967
11.Validity	-	-	-	-	-	-	E2L1	- 1	2968
12.Vigor	-	_	-	-	-	-	E2M1	-)	2969

ENTRY NAME: SATISFACTION LAST YEAR2

SECTION: Career Attitudes SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating how satisfied officer was during last year in Navy.

ITEM(S):

The extent to which my job matched/matches my (N/A=8):

- 13. Interests
- 14. Values
- 15. Personality
- 16. Abilities
- 17. My ability to control my life
- 18. Effective use of my leisure time
- 19. Ability to meet my financial obligations
- 20. Ability to meet my medical and dental needs 21. Standard of living 22. My relationship with my spouse (N/A=8)

- 1. Extremely Satisfied
- 2. 3.
- Neutral 4.
- 5.
- 6.
 - Extremely Dissatisfied

ITEM A	WO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13. Interests	_	-	_	-	_	-	E2N11	_	2970
14. Values	_	-	-	-	-	-	E2N21	-	2971
15. Personality	-	-	-	-	-	-	E2N31	-	2972
16. Abilities	-	-	-	-	-	-	E2N41	-	2973
17. Control	_	-	-	-	-	-	E201	-	2974
18. Leisure time	· -	-	-	-	-	-	E2P1	-	2975
19. Obligations	_	-	-	_	_	_	E2Q1	_	2976
20. Medical need	: -	-	-	_	-	_	E2R1	-	2977
21. Standard	-	-	-	-	-	-	E2S1	-	2978
22. Spouse	_	-	-	-	-	-	E2C1	-	2979

NOTES:

These questions are a continuation of "Satisfaction during last year in Navy".

ENTRY NAME: CIVILIAN SATISFACTION

SECTION: Career Attitudes SECTION ITEM NO.: 004

DEFINITION:

A series of one-digit responses indicating how satisfied officer is with aspects of civilian life.

ITEM(S):

How satisfied are you now in the following areas ("civilian sat")?

- Certainty about the purpose and meaning of my life
- 2. My physical health
- 3. My relationship with my child or children (N/A=8)
- 4. Personal relationships and friends
- 5. My own worth as a person
- My feeling about how I conducted my life in the past
- 7. The opportunity to make the world a better place for coming generations
- 8. The time left to achieve my personal goals
- The fairness with which people treated me in the past
- 10. My competence at work (N/A=8)
- 11. The validity of my personal values
- 12. My physical vigor or stamina

- 1. Extremely Satisfied
- 2.
- 3.
- 4. Neutral
- 5.
- 6.
 - Extremely Dissatisfied

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
ITEM 1. Purpose 2. Health 3. Child 4. Personal 5. Worth 6. Conducted 7. Better place 8. Time left 9. Fairness 10.Competence 11.Validity 12.Vigor	- - - - -	SWO	GURL - - - - - - - - -	DESIG	WOR	GOR	RET E2A2 E2B2 E2C2 E2C2 E2C2 E2C2 E2C2 E2C2 E2C	TRAN	

ENTRY NAME: CIVILIAN SATISFACTION2

ION: Career Attitudes SECTION ITEM NO.: 004

DEFINITION:

A series of one-digit responses indicating officers' satisfaction with aspects of civilian life.

ITEM(S):

The extent to which my job matched/matches my (N/A=8):

- 13. Interests
- 14. Values
- 15. Personality
- 16. Abilities
- 17. My ability to control my life
- 18. Effective use of my leisure time
- 19. Ability to meet my financial obligations20. Ability to meet my medical and dental needs
- 21. Standard of living

- 1. Extremely Satisfied
- 2.
- 3.
- 4. Neutral
- 5 .
- 6.
- Extremely Dissatisfied

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13.Interests	_	_	-	_	_	-	E2N12	-	2992
14.Values	_	-	_	_	_	-	E2N22	_	2993
15.Personality	-	_	~		-	-	E2N32	-	2994
16.Abilities	-	-	-	-	-	-	E2N42	-	2995
17.Control	-	-	-	-	-	-	E202	-	2996
18.Leisure	-	-	-	-	-	-	E2P2	-	2997
19.Obligations	-	-	-	-	-	-	E2Q2	-	1 2998
20.Medical	-	-	-	-	-	-	E2R2	-	2999
21.Standard	-	-	-	-	-	-	E2S2	-	1 3000

NOTES:

These questions are a continuation of "Civilian Satisfaction".

ENTRY NAME: FEELINGS ABOUT PRESENT LIFE

SECTION: Career Attitudes SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses describing an officer's feelings about his present life.

ITEM(S):

Here are some words which we would like you to use to describe how you feel about your present life. For example, if you think your present life is extremely boring, put an X in the space right next to the word "boring". If you think it is extremely interesting, put an X in the space right next to the word "interesting". If you think it is somewhere in between, put an X where you think it belongs. PUT AN X IN ONE SPACE ON EVERY LINE.

- Boring/Interesting
- 2. Enjoyable/Miserable
- 3. Easy/Hard
- 4. Useless/Worthwhile
- 5. Friendly/Lonely
- 6. Full/Empty
- 7. Discouraging/Hopeful
- 8. Tied-Down/Free
- 9. Disappointing/Rewarding

- 1. Extremely
- 2. Quite
- 3. Somewhat
- 4. Both/Neither
- 5. Somewhat
- 6. Quite
- 7. Extremely

IT	EM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
	Boring/Inter	-	-	-	-	_	-	E3A	_	3001
	Enjoy/Miser	-	-	-	-	-	-	E3B	_	3002
		-	-	-		-	-	E3C	-	3003
4.	Use/Worth	-	-	-	-	-	-	E3D	_	3004
	Friend/Lone	-	-	-	-	_	-	E3E	-	3005
		-	-	-	-	-	-	E3F	-	3006
	Disc/Hope	-	-	-	-	-	-	E3G	_	3007
8.	Tied/Free	-	-	-	_	-	-	E3H	-	3008
9.	Disa/Reward	-	-	-	-	-	~	E3I	-	3009

ENTRY NAME: SATISFACTION WITH LIFE AT PRESENT TIME

SECTION: Career Attitudes SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating satisfaction with life at present time.

ITEM(S):

How satisfied are you with your life at the present time?

- 1. Extremely Satisfied
- 2.
- 3.
- 4. Neutral
- 5
- 6.
- 7. Extremely Dissatisfied

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN		COLUMN LOCATION
Satisfaction	_	-	-	-	<u>-</u>	-	E4	Н6		3010

NOTES:

Question and response scale differs in TRAN:

All in all, how satisfied would you say you are with your life these days?

1=Not At All Satisfied 2=Not Too Satisfied 3=Somewhat Satisfied 4=Very Satisfied 5=Extremely Satisfied

ENTRY NAME: WOULD YOU DO IT ALL OVER AGAIN

SECTION: Career Attitudes SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating whether officer would become a naval officer if he/she had it to do all over again.

ITEM(S):

Knowing what you know now, if you had to decide all over again whether to be a naval officer, what would you decide?

- 1. Decide definitely not to join the Navy.
- 2. Have some second thoughts.
- 3. Decide without hesitation to join the Navy.

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Decide again	-	-	-	-	-	_	_	н3	3011
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									; -
									!
									! !
									;
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									1

ENTRY NAME: CAREER MEASURES UP TO EXPECTATIONS

SECTION: Career Attitudes SECTION ITEM NO.: 008

DEFINITION:

A one-digit code indicating how well Navy career measures up to the sort of career officer wanted when he/she joined active duty.

ITEM(S):

In general, how well would you say that your Navy career measures up to the sort of career you wanted when you joined active duty?

- 1. Not much like the career I wanted.
- 2. Somewhat like the career I wanted.
- 3. Very much like the career I wanted.

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Measures up	_	-	_	-	_	-	-	Н4	3012
									! !
									[

ENTRY NAME: HOW SATISFIED ARE YOU WITH CAREER

SECTION: Career Attitudes SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating how satisfied officer is with career.

ITEM(S):

All in all, how satisfied would you say you are with your career?

- 1. Not At All Satisfied
- 2. Not Too Satisfied
- 3. Somewhat Satisfied
- 4. Very Satisfied
- 5. Extremely Satisfied

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Satisfaction	-	-	-	-	-	-	-	H5	3013
								!	
								į	

ENTRY NAME: ATTITUDE TOWARD CIVILIAN LIFE

SECTION: Career Attitudes SECTION ITEM NO.: 010

DEFINITION:

A one-digit code indicating officers' attitude toward their most recent career transition.

ITEM(S):

How eager or reluctant were/are you to go through this event?

- 1. Very reluctant to go through the change
- 2. Somewhat reluctant to go through the change
- 3. Indifferent toward the change
- 4. Somewhat eager to go through the change
- 5. Very eager to go through the change

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Attitude	~	-	-	-	_	-	C3	G1	3014
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								!	
								<u> </u>	
								1	

NOTES:

Question differs in RET:

Upon retiring from the Navy, what was your attitude toward civilian life?

ENTRY NAME: PREPARATION FOR LIFE AFTER THE NAVY

SECTION: Career Attitudes SECTION ITEM NO.: 011

DEFINITION:

A one-digit code indicating how adequately prepared officer was for life after the Navy.

ITEM(S):

In retrospect, how adequately do you feel that you prepared for your life after the Navy?

- 1. Extremely Well
- 2.
- 3.
- 4. So-So
- 5.
- 6.
- 7. Extremely Poorly

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Prepared	-	_	-	_	_	-	C5	-	3015
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									}

ENTRY NAME: ATTITUDE TOWARD NAVY WHEN YOU RETIRED

SECTION: Career Attitudes SECTION ITEM NO.: 012

DEFINITION:

A one-digit code indicating attitude toward Navy upon retirement.

ITEM(S):

Please use the following scale to answer the next two items.

What was your attitude toward the Navy when you retired?

- 1. Extremely Favorable
- 2.
- 4. Mixed Feelings
- 5.
- 7. Extremely Unfavorable

AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
-	-	-	-	-	-	C6A	- [3016
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							1	
							1	

ENTRY NAME: ATTITUDE TOWARD THE NAVY NOW

SECTION: Career Attitudes SECTION ITEM NO.: 013

DEFINITION:

A one-digit code indicating an officer's attitude toward the Navy now.

ITEM(S):

Please use the following scale to answer the next two items.

What is your attitude toward the Navy now?

- 1. Extremely Favorable
- 2.
- 4. Mixed Feelings
- 5. 6.
- 7. Extremely Unfavorable

ITEM	AWO	SWO		DESIG V	-	GOR		COLUMN LOCATION	
Attitude now	_	-	_	-	_	_	 -	3017	•

APPENDIX L CAREER AND SOCIAL SUPPORT

ENTRY NAME: GO OUT OF THEIR WAY TO MAKE LIFE EASIER

SECTION: Career & Social Support SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating how much other people go out of their way to make officer's work life easier.

ITEM(S):

How much do each of these people go out of their way to do things to make your work life easier for you?

- 1. Your immediate superior
- 2. Other officers you work with (in general)
- 3. Your spouse
- 4. Friends and relatives
- 5. Your detailer

- 1. Doesn't Apply
- 2. Not At All
- 3. A Little
- 4. Somewhat
- 5. Very Much

ITEM	AWO	swo	GURL	DESIG WOR	GOR	RET	TRAN	•	COLUMN LOCATION
1. Superior	_	-	-		-	B8A1	D1A	1	3018
2. Other offic	-	-	-		-	-	DlB	1	3019
3. Spouse	-	-	-		-	-	D1C	-	3020
4. Friends	-	-	-		-	-	D1D	1	3021
5. Detailer	-	_	-		-	-	D1E	į	3022

NOTES:

Response scale differs in RET:

- 1. Not at All 2. A Little

- 3. Moderately
 4. Very Much
 5. Inapplicable

ENTRY NAME: EASY TO TALK TO ABOUT CAREER ISSUES

SECTION: Career & Social Support SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating how easy it is to talk to people about career issues.

ITEM(S):

How easy is it to talk with each of the following people about career issues?

- 1. Your immediate superior
- 2. Other officers you work with (in general)
- 3. Your spouse
- 4. Friends and relatives
- 5. Your detailer

- 1. Doesn't Apply
- 2. Not At All
- 3. A Little
- 4. Somewhat
- 5. Very Much

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Superior	-	-	_	-	_	-	B8B1	D2A	3023
2. Other offic.	-	-	-	-	-	_	-	D2B	3024
3. Spouse	-	-	_	-	-	_	_	D2C	3025
4. Friends	-	-	-	-	-	-	-	D2D	3026
 Detailer 	-	-	-	-	-	-	-	D2E	3027

NOTES:

Response scale differs in RET:

- Not at All
 A Little

- 3. Moderately
 4. Very Much
 5. Inapplicable

ENTRY NAME: HOW HELPFUL ARE THESE PEOPLE

SECTION: Career & Social Support SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating how helpful these people are when things get tough at work.

ITEM(S):

When things get tough at work, how helpful are these people?

- 1. Your immediate superior
- 2. Other officers you work with (in general)
- 3. Your spouse
- 4. Friends and relatives
- 5. Your detailer

- 1. Doesn't Apply
- 2. Not At All
- 3. A Little
- 4. Somewhat
- 5. Very Much

<u>.</u>	LUMN CATION
B8D1 D3A (302	28
D3B 302	29
D3C 303	30
D3D 303	31
D3E 30	32
D3B 302 D3C 303 D3D 303	29 30 31

NOTES:

Response scale differs in RET:

- Not at All
 A Little

- 3. Moderately
 4. Very Much
 5. Inapplicable

ENTRY NAME: WILLING TO LISTEN TO PERSONAL PROBLEMS

SECTION: Career & Social Support SECTION ITEM NO.: 004

DEFINITION:

A series of one-digit responses indicating how willing these people are to listen to officer's personal problems.

ITEM(S):

How much is each of the following people willing to listen to your personal problems?

- 1. Your immediate superior
- 2. Other officers you work with (in general)
- 3. Your spouse
- 4. Friends and relatives
- 5. Your detailer

- 1. Doesn't Apply
- 2. Not At All
- 3. A Little
- 4. Somewhat
- 5. Very Much

ITEM	AWO	SWO	GURL	DESIG WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Superior	_	-	-		-	B8C1	D4A	3033
2. Other offic		-	-		-	-	D4B	3034
3. Spouse	-	-	-		-	-	D4C I	3035
4. Friends	-	-	-		-	-	D4D	3036
5. Detailer	-	-	-		-	-	D4E	3037

NOTES:

Response scale differs in RET:

- Not at All
 A Little

- Moderately
 Very Much
 Inapplicable

ENTRY NAME: IMPORTANT TO GET SOCIAL SUPPORT

SECTION: Career & Social Support SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses indicating how important it is to get support from each of these people.

ITEM(S):

How important is it that you get support from each of the following people?

- 1. Your immediate superior
- 2. Other officers you work with (in general)
- 3. Your spouse
- 4. Friends and relatives
- 5. Your detailer

- 1. Not At All Important
- 2. Somewhat Important
- 3. Considerably Important
- 4. Very Important
- 5. Of Utmost Importance

ITEM	AWO	SWO	GURL	DESIG V	or gor	RET	TRAN	COLUMN LOCATION
1. Superior	-	_	_	-		B8E1	D5A	1 3038
2. Other offic		-	-	-		-	D5B	3039
3. Spouse	_	-	-	-		-	D5C	3040
4. Friends	-	-	-	-		-	D5D	3041
5. Detailer	-	-	-	-		-	D5E	1 3042

NOTES:

Response scale differs in RET:

- 1. Not At All
 2. A Little
 3. Moderately
 4. Very Much
 5. Inapplicable

ENTRY NAME: SUPERVISORS IN NAVY

SECTION: Career & Social Support SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses indicating how supportive supervisors were in officers' last Navy assignment.

ITEM(S):

These items refer to how supportive your immediate supervisor was in your last Navy assignment.

- 1. Go/went out of their way to make your work life easier for you?
- 2. Is/was easy to talk to them about career issues/work?
- 3. Are/were willing to listen to your personal problems?
- 4. Are/were helpful?
- 5. How important is/was it that these people support/supported you?

- 1. Not at All
- 2. A Little
- 3. Moderately
- 4. Very Much
- 5. Inapplicable

ITEM	AWO	SWO	GURL	DESIG WOR	GOR	RET	TRAN	1	COLUMN LOCATION
1. Life easier	-	-	~		-	B8A2	_	1	3043
Talk to	-	-	-		-	B8B2	-	-	3044
Listen	-	-	-		-	B8C2	-	1	3045
4. Helpful	-	-	-		-	B8D2	-	1	3046
 Supported 	-	-	-		-	B8E2	-	1	3047

ENTRY NAME: HOW SUPPORTIVE ARE OTHERS NOW

SECTION: Career & Social Support SECTION ITEM NO.: 007

DEFINITION:

A series of one-digit responses indicating how supportive other are in current job.

ITEM(S):

These items refer to how supportive others are in your current job.

- 1. Go/went out of their way to make your work life easier for you?
- 2. Is/was easy to talk to them about career issues/work?
- 3. Are/were willing to listen to your personal problems?
- 4. Are/were helpful?
- 5. How important is/was it that these people support/supported you?

- 1. Not at All
- 2. A Little
- 3. Moderately
- 4. Very Much
- 5. Inapplicable

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN		COLUMN LOCATION
1. Life easier	-	-	_	-	-	-	B8A3	-	1	3048
2. Talk to	-	-	-	-	-	-	B8B3	_	١	3049
Listen	_	-	-	-	-	-	B8C3	_	Ì	3050
4. Helpful	-	-	-	-	-	-	B8D3	-	Ì	3051
5. Support	-	-	-	-	-	-	B8E3	-	1	3052

ENTRY NAME: HOW SUPPORTIVE ARE OTHERS IN NAVY

SECTION: Career & Social Support SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses indicating how supportive others are in officers' last Navy assignment.

ITEM(S):

These items refer to how supportive others were in your last Navy assignment.

- 1. Go/went out of their way to make your work life easier for you?
- 2. Is/was easy to talk to them about career issues/work?
- 3. Are/were willing to listen to your personal problems?
- 4. Are/were helpful?
- 5. How important is/was it that these people support/supported you?

- 1. Not at All
- 2. A Little
- 3. Moderately
- 4. Very Much
- 5. Inapplicable

ITEM	AWO	SWO	GURL	DESIG WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Life easier	-	-	_		-	B8A4	-	1 3053
2. Talk to	-	-	-		_	B8B4	-	3054
Listen	-	-	-		-	B8C4	-	3055
4. Helpful	-	-	_		_	B8D4	-	3056
5. Support	-	-	-		-	B8E4	-	3057

ENTRY NAME: ACCEPT DECISION TO LEAVE ACTIVE DUTY

SECTION: Career & Social Support SECTION ITEM NO.: 009

DEFINITION:

A series of one-digit responses indicating whether people accepted officers' decision to leave active duty.

ITEM(S):

How much did each of these people accept your decision to leave active duty?

- 1. Your CO
- 2. Other officers you worked with (in general)
- 3. Your spouse
- 4. Friends and relatives
- 5. Your detailer

- Doesn't Apply
- 2. Not at all
- 3. A Little
- 4. Somewhat
- 5. Very Much

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO	-	-	-	-	DIA	DIA	-	-	3058
2. Other offic		~	_	-	D1B	D1B	-	-	3059
3. Spouse	-	-	-	-	D1C	D1C	-	-	1 3060
4. Friends	~	-	_	_	D1D	D1D	-	-	3061
Detailer	~	~	-	-	DlE	D1E	-	-	1 3062

ENTRY NAME: LEAVING ACTIVE DUTY WAS BEST DECISION

SECTION: Career & Social Support SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses indicating whether people thought that leaving active duty was the best decision for the officer.

ITEM(S):

How much did the following people think that leaving active duty was the best decision for you?

- 1. Your CO
- 2. Other officers you worked with (in general)
- 3. Your spcuse
- 4. Friends and relatives
- 5. Your detailer

- Doesn't Apply
- 2. Not at all
- 3. A Little
- 4. Somewhat
- 5. Very Much

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN
1. CO	-	_	_	-	D2A	D2A	_	-	1 3063
2. Other offic		-	-	-	D2B	D2B	-	-	3064
Spouse	-	-	-	-	D2C	D2C	-	-	3065
4. Friends	-	-	-	_	D2D	D2D	-	-	3066
Detailer	-	-	-	-	D2E	D2E	-	_	3067

ENTRY NAME: MAKE TRANSITION EASIER FOR OFFICER

SECTION: Career & Social Support SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating how much people went out of their way to make transition to civilian life easier for officer.

ITEM(S):

How much did each of these people go out of their way to make the transition to civilian life easier for you?

- 1. Your CO
- 2. Other officers you worked with (in general)
- 3. Your spouse
- 4. Friends and relatives
- 5. Your detailer

- Doesn't Apply
- 2. Not at all
- 3. A Little
- 4. Somewhat
- 5. Very Much

ITI	EM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	1	COLUMN LOCATION
1.	СО	_	_	-	-	D3A	D3A	_	_	1	3068
2.	Other offic.		-	-	-	D3B	D3B	-	-	١	3069
3.	Spouse	-	-	_	-	D3C	D3C	-	-	1	3070
4.	Friends	-	-	_	-	D3D	D3D	-	_	1	3071
5.	Detailer	-	-	-	-	D3E	D3E	-	_	1	3072
										1	

ENTRY NAME: ENCOURAGED TO REVERSE DECISION TO LEAVE

SECTION: Career & Social Support SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating how much people encouraged officer to reverse decision to leave active duty.

ITEM(S):

How much did these people make an effort to encourage you to reverse your decision to leave active duty?

- 1. Your CO
- 2. Other officers you worked with (in general)
- 3. Your spouse
- 4. Friends and relatives
- 5. Your detailer

- Doesn't Apply Not at all
- 2.
- 3. A Little
- 4. Somewhat
- Very Much

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	1	COLUMN LOCATION
1. CO	-	-	_	-	D4A	D4A	-	_	1	3073
2. Other offic		-	-	-	D4B	D4B	_	-	1	3074
3. Spouse	-	_	-	-	D4C	D4C	-	-	1	3075
4. Friends	-	-	-	-	D4D	D4D	-	-	İ	3076
5. Detailer	-	-	-	-	D4E	D4E	-	-	1	3077

ENTRY NAME: HOW IMPORTANT WAS THE SUPPORT RECEIVED

SECTION: Career & Social Support SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating the importance of the support received from people during decision to resign.

ITEM(S):

How important was the support you received from each of the following people, while you were making the decision to submit your letter of resignation?

- Your CO
 Other officers you worked with (in general)
- 3. Your spouse
- 4. Friends and relatives
- 5. Your detailer

- 1. Doesn't Apply
- 2. Not at all Important
- 3. Somewhat Important
- 4. Considerably Important
- 5. Very Important
- 6. Of Utmost Importance

ITEM	AWO	SWO	GURL	DESIG V	NOR	GOR	RET	TRAN	COLUMN LOCATION
1. CO			-	- I)5A	D5A	_	_	1 3078
2. Other offic		-	-	- I	05B	D5B	-	-	3079
Spouse	-	-	-	- I)5C	D5C	-	-	3080
4. Friends	-	-	-	- I	05D	D5D	-	_	3081
Detailer	-	-	-	- I)5E	D5E	_	-	3082
									1
									1

APPENDIX M CAREER TRANSITIONS

ENTRY NAME: MAGNITUDE OF CAREER EVENTS

SECTION: Career Transitions SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating the magnitude of various career events.

ITEM(S):

Please rate the magnitude of the following career events. Strive to give your opinion of the degree of personal change required by the "average" officer within your community to successfully adjust after the event.

- 1. Entering flight training
- 2. Obtaining your wings
- 3. Entering first operational squadron
- 4. Leaving on first deployment
- 5. Entering first shore assignment
- 6. Approaching end of obligation-the continuation decision
- 7. Voluntarily resigning from active duty
- 8. Entering a ship's company tour (disassociated)
- 9. Entering second operational squadron
- 10. Entering a full-time education program (War College, NPGS, etc.)
- 11. Screening for department head (VP community only)
- 12. Screening for Test Pilot school (omit if not applicable)

- 1. Little Or No Change
- 2.
- 3. A Moderate Amount Of Change
- 4.
- 5. A Great Deal Of Change
- 6. Don't Know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	COLUMN TRAN LOCATION
1. Flight	_							F1A 3083
2. Wings	_		-	_	_	_	-	F1B 3084
3. Squadron	_	-	-	_	_	-	-	F1C 3085
4. Deployment	-	-	_	-	-	_	-	F1D 3086
5. Shore assig.	, -	_	_	-	-	-	-	F1E 3087
6. Continuation		_	-	-	-	-	-	F1F 3088
Resigning	_	-	-	-	-	-	-	F1G 3089
8. Ship's co.	_	-	-	-	-	-	-	F1H 3090
9. Second oper.	_	-	-	-	_	-	-	F1I 3091
10.Education	-	_	-	_	-	-	~	F1J 3092
11.Dept. head	-	-	-	_	-	-	~	F1K 3093
12.Test Pilot	-	-	-	-	-	-	-	F1L 3094
								1

ENTRY NAME: MAGNITUDE2

SECTION: Career Transitions SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating the magnitude of various career events.

ITEM(S):

- 13. Becoming department head
- 14. Screening for a proven subspecialty15. Screening for command
- 16. Failing to be selected for command
- 17. Becoming squadron XO
- 18. Becoming squadron CO
- 19. Leaving CO tour
- 20. Coming upon 20 years-the retirement decision
- 21. Deciding to retire or not to retire as soon as eligible
- 22. Being selected for 0-623. Being selected for flag rank
- 24. Retiring from active duty

- 1. Little Or No Change
- 2.
- 3. A Moderate Amount Of Change
- 4.
- 5. A Great Deal Of Change
- Don't Know 6.

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
13.Becoming he	ad-	_		_	_	_	_	F1M	ı 3095
14.Proven subs		_	-	_	-	-	-	F1N	i 3096
15.Command	<u> </u>	_	_	_	_	-	-	F10	3097
16.Failing to	_	_	_	_	_	_	-	F1P	i 3098
17.X0	-	_	_	_	-	-	_	F10	3099
18.CO	_	_	_	_	_	-	_	F1R	3100
19.Leaving CO	_	-	-	_	_	-	_	F1S	3101
20.20 years	_	-	_	-	-	-	_	F1T	3102
21.Retire	_	-	_	-	-	-	-	F1U	3103
22.0-6	_	-	-	_	-	_	-	F1V	3104
23.Flag rank	-	-	-	_	_	-	-	F1W	3105
24.Active duty	-	_	_	-	-	-	-	F1X	3106
-									

NOTES:

These questions are a continuation of "Magnitude of career events".

ENTRY NAME: DESIRABILITY OF CAREER EVENTS

SECTION: Career Transitions SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating the desirability of various career events.

ITEM(S):

Now, please rate the desirability of these same events. That is, provide your impression of how desirable each of these potential events are to you, regardless of the effect they possibly may have on advancement in your Navy career.

- 1. Entering flight training
- 2. Obtaining your wings
- 3. Entering first operational squadron
- 4. Leaving on first deployment
- 5. Entering first shore assignment
- Approaching end of obligation-the continuation decision
- 7. Voluntarily resigning from active duty
- 8. Entering a ship's company tour (disassociated)
- 9. Entering second operational squadron
- Entering a full-time education program (War College, NPGS, etc.)
- Screening for department head (VP community only)
- 12. Screening for Test Pilot school (omit if not applicable)

- 1. Not At All Desirable
- 2.
- 3. Moderately Desirable
- 4.
- 5. Extremely Desirable
- 6. Don't Know

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Flight	-	-		_	_	_	_	F2A	3107
2. Wings	_	-	-	-	-	-	_	F2B	3108
3. Squadron	-	-	_	_	-	-	_	F2C	3109
4. Deployment	-	-	-	_	-	-	-	F2D	3110
5. Shore assig		-	-	-	-	-	-	F2E	3111
6. Continuation	n -	-	-	_	-	-	-	F2F	3112
Resigning	-	-	-	-	-	-	-	F2G	3113
8. Ship's co.	-	-	-	-	-	- ,	-	F2H	3114
9. Second oper		-	-	-	-	-	-	F2I	3115
10.Education	-	-	-	-	_	-	-	F2J	3116
11.Dept. head	-	-	-		-	-	-	F2K	3117
12.Test pilot	-	-	-	-	-	_	-	F2L	3118

ENTRY NAME: DESIRABILITY2

SECTION ITEM NO.: 002 SECTION: Career Transitions

DEFINITION:

A series of one-digit responses indicating the desirability of various career events.

ITEM(S):

- Becoming department head
- Screening for a proven subspecialty Screening for command 14.
- 15.
- 16. Failing to be selected for command
- Becoming squadron XO 17.
- 18. Becoming squadron CO
- Leaving CO tour 19.
- Coming upon 20 years-the retirement decision 20.
- Deciding to retire or not to retire as soon as eligible
- 22. Being selected for 0-6
- 23. Being selected for flag rank
- 24. Retiring from active duty

- 1. Not At All Desirable
- 2.
- 3. Moderately Desirable
- 4.
- 5. Extremely Desirable
- 6. Don't Know

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN
13.Becoming hea	d	-	_	-	_	-	_	F2M	3119
14.Proven subsp		-	-	-	-	_	-	F2N	3120
15.Command	-	-	-	-	-	_	-	F20	3121
16.Failing to	-	-	-	-	-	_	-	F2P	3122
17.XO	-	-	-	-	-	-	-	F2Q	3123
18.CO	-	-	-	-	-	-	-	F2R	3124
19.Leaving CO	-	-	_	-	-	-	_	F2S I	3125
20.20 years	_	_	-		-	-	_	F2T	3126
21.Retire	-	-	-	-	-	-	-	F2J	3127
22.0-6	-	-	-	-	-	-	-	F2V	3128
23.Flag rank	-	-	-	-	-	-	_	F2W	3129
24.Active duty	-	-	-	-	-	-	-	F2X	3130
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NOTES:

These questions are a continuation of "Desirability of career events".

ENTRY NAME: CAREER EVENT RECENTLY GONE THROUGH

SECTION: Career Transitions

SECTION ITEM NO.: 003

DEFINITION:

A two-digit code indicating the career event an officer has most recently gone through.

ITEM(S):

This question relates to the single career event of Question 2 which you are closest to in your career.

Which one career event have you recently gone through or are about to go through? Mark the letter associated with the event in Question 2.

RESPONSE SCALE:

Letter "a" to letter "x"

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Most recent	-	-	_		-	-	-	F3A	3131-3132

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: WHERE ARE YOU IN PROCESS OF EVENT

SECTION: Career Transitions SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating where officer is in the process of this career event.

ITEM(S):

Where are you in the process of this event?

- 1. I have recently gone through this event.
- 2. I am about to go through this event.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Process	-	-	-		-	_	-	F3B	3133
								i	
								1	
								! 	
								!	

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: APPROXIMATE MONTH OF THE EVENT

SECTION: Career Transitions SECTION ITEM NO.: 005

DEFINITION:

A two-digit code indicating the month of the event.

ITEM(S):

What was/is the approximate month of the event?

- 1. JAN
- 2. FEB
- 3. MAR
- 4. APR
- 5. MAY
- 6. JUN
- 7. JUL
- 8. AUG
- 9. SEP
- 10. OCT
- 11. NOV
- 12. DEC

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Month	-	-	-	_	_	_	-	F3C1	3134-3135
								i	
								1	
								1	
) 	
								1	

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: APPROXIMATE YEAR OF THE EVENT

SECTION: Career Transitions SECTION ITEM NO.: 006

DEFINITION:

A two-digit code indicating the year of the career event.

ITEM(S):

What was/is the approximate year of the event?

- 1. 1981
- 2. 1982
- 3. 1983
- 4. 1984
- 5. 1985
- 6. 1986
- 7. 1987
- 8. 1988
- 9. 1989
- 10. 1990
- 11. 1991
- 12. 1992

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG WOR	GOR	RET	COLUMN TRAN LOCATION
Year	-	-	-		_	_	F3C2 3136-3137

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DID EVENT INVOLVE RELOCATION

SECTION: Career Transitions SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating whether career event involved a relocation.

ITEM(S):

Does this event involve a relocation (PCS)?

- 1. Yes
- 2. No
- 3. Uncertain

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN (COLUMN LOCATION
Relocation	-	-	-	_	-	_	_	F3D	3138
								Í	
								; ;	
								!	
								j	
] :	

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CHANGE FOR BETTER OR WORSE

SECTION: Career Transitions SECTION ITEM NO.: 008

DEFINITION:

A one-digit code indicating whether change was for the better or for the worse.

ITEM(S):

For you, was/is this a change for the better or for the worse?

- 1. Definitely for the better
- 2. Probably for the better
- 3. Probably for the worse
- 4. Definitely for the worse

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO			TRAN	COLUMN LOCATION
Better or wor			-			3139

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CONTROL OVER THIS EVENT

SECTION: Career Transitions SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating how much control officer had over aspects of the event.

ITEM(S):

How much control did/do you feel that you had/will have over all the different aspects of this event?

- 1. Complete Control
- 2.
- Some Control
 4.
- 5. No Control

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Control	-	-	-	-	_	_	-	G3	3140
								! 	
								, 	
								1	
								,	

NOTES:

ENTRY NAME: EDUCATION HISTORY

YEAR LAST SELECTED

OMF ITEM NO.: 035

OMF CODE: LASTPGYR

LASTPGF1

COLUMN(S) 3900-3901

3902

DEFINITION: A three-position code which indicates the fiscal year for which an officer was last selected for an education program. Code consists of last two digits of fiscal year and a one-position numeral indicating first or second half of fiscal year.

ENTRY NAME: EDUCATION PREFERENCE

OMF ITEM NO.: 036

DATE

OMF CODE: EDPREFYR

EDPREFMO

COLUMN(S) 3903

3904-3905

DEFINITION: A three-position date (year, month - YMM format) which is the date the Officer Preference and Personnal Information Card (NAVPERS 1301/1) was submitted by the officer. It is the "as of" date for data elements Education Preference - Curricula and Education Preference - Does Not Desire.

ENTRY NAME: EDUCATION PREFERENCE

OMF ITEM NO.: 037

DOES NOT DESIRE

OMF CODE: EDNODES

COLUMN(S) 3907

DEFINITION: A one-position indicator which indicates that an officer has submitted a preference card to show that he does not desire graduate or undergraduate education.

Indicator is "X" when present.

ENTRY NAME: ESTIMATED LOSS CODE OMF ITEM NO.: 038

OMF CODE: ELC COLUMN(S) 3908

DEFINITION: A one-character alpha code which indicates the reason for an officer's pending loss from naval officer strength, or indicates that an officer has actually been separated from active naval service.

NOTES:

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 15.

ENTRY NAME: ESTIMATED LOSS CODE OMF ITEM NO.: 039

(PENDING)

OMF CODE: ELCPEND COLUMN(S) 3909

DEFINITION: A one-character alpha coda indentifying the reason for an officer pending loss from naval officer strength. This code is applied to the pending segment of an

officer's record when orders are processed.

NOTES:

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 15.

ENTRY NAME: ESTIMATED LOSS DATE OMF ITEM NO.: 040

OMF CODE: ELDYR COLUMN(S) 3910-3911

ELDMO 3912-3913 ELDDA 3914-3915

DEFINITION: A six-digit date (year, month, and day) indicating the estimated date that an officer will be a loss to active naval service or the date of actual loss.

ENTRY NAME: ESTIMATED LOSS DATE

OMF ITEM NO.: 041

PENDING

OMF CODE: ELDPENYR

COLUMN(S) 3916-3917 3918-3919

ELDPENMO

A four-digit date (last two digits of year DEFINITION: and month) indicating the estimated date that an officer will be a loss to active naval service. This date is applied to the pending segment of an officer's record when orders are processed.

ENTRY NAME: FROCKING INDICATOR

OMF ITEM NO.: 042

OMF CODE: FROCKING

COLUMN(S) 3920

DEFINITION: A one-position alphabetic code which indicates the grade in which an officer is serving, having been authorized to serve in a higher grade without pay or promotion.

NOTES:

Code is similar to that for Grade Code.

ENTRY NAME: LOSS CODE - BUPERS

OMF ITEM NO.: 043

OMF CODE: LOSSCODE

COLUMN(S) 3921-3923

A three-digit numeric code which indicates DEFINITION: type of loss from active officer strength.

NOTES:

For listing of codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, Item 1-122.

ENTRY NAME: MINIMUM SERVICE OMF ITEM NO.: 044

REQUIREMENT

OMF CODE: MINREQYR COLUMN(S) 3924-3925

MINREQMO 3926-3927

DEFINITION: A four-digit date (year and month) which is the date an officer will fulfill or has fulfilled his minimum service obligation as determined by source of commission or by entry on a training/education program which carries an additional service obligation.

ENTRY NAME: NAVAL FLIGHT OFFICER OMF ITEM NO.: 045

DESIGNATION DATE

OMF CODE: NFODEGYR COLUMN(S) 3928-3929

NFODEGMO 3930-3931

DEFINITION: A four-digit date (last digits of year and month) which indicated the date that the officer was designated as qualified to perform the duties of a naval flight officer.

ENTRY NAME: NAVAL OFFICER BILLET CLASSIFICATION CODE	OMF ITEM NO.: 046
OMF CODE: NOBC1 NOBC2 NOBC3 NOBC4 NOBC5 NOBC6 NOBC7	COLUMN(E) 3932-3935 3936-3939 3940-3943 3944-3947 3948-3951 3952-3955 3956-3959

DEFINITION: A four digit code which indentifies a qualification acquired by an officer by virtue of serving in a billet identified by that code in a manpower authorization. A maximum of seven may be recorded in an officer's record (NOBC1 is most recent qualification acquired).

NOTES:

For listing of codes, refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix A.

ENTRY NAME: NAVAL OFFICER BILLET OMF ITEM NO.: 047
CLASSIFICATION COUNTER

OMF CODE: NOBCOUNT COLUMN(S) 3960-3965

DEFINITION: A six-position counter which indicates the number of Naval Officer Billet Classifications recorded in the officer record.

ENTRY NAME: NAVAL OFFICER BILLET CLASSIFICATION KEY	OMF ITEM NO.: 048
OMF CODE: NOBCKEY1 NOBCKEY2 NOBCKEY3 NOBCKEY4 NOBCKEY5 NOBCKEY6 NOBCKEY7	COLUMN(S) 3966 3967 3968 3969 3970 3971 3972

DEFINITION: A one-character alpha code used to relate a Naval Officer Billet Classification to the duty station at which qualification was obtained.

2	00	<u>de</u>			Rela	ted to	<u>):</u>	
7	١,	В,	and	С	Past	Duty	Station	1
			and				Station	
			and		Past	Duty	Station	3
٦	Ţ,	K,	and	L	Past	Duty	Station	4
M	1,	N,	and	0	Past	Duty	Station	5
F	,	Q,	and	R	Past	Duty	Station	6
S	· .	T.	and	Ū	Past	Duty	Station	7

ENTRY NAME: NAVAL OFFICER BILLET CLASSIFICATION - MONTHS	OMF ITEM NO.: 049
OMF CODE: NOBCMON1 NOBCMON2 NOBCMON3 NOBCMON4 NOBCMON5 NOBCMON6 NOBCMON7	COLUMN(S) 3973-3974 3975-3976 3977-3978 3979-3980 3981-3982 3983-3984 3985-3986

DEFINITION: A two-digit code indicating the number of months an officer held a billet which resulted in recording a Naval Officer Billet Classification in his record. Naval Officer Billet Classifications are deleted if the number of months the billet was held was four months or less.

ENTRY NAME: NAVAL OFFICER BILLET OMF ITEM NO.: 050
CLASSIFICATION STATION CODE

DEFINITION: A three-character alphanumeric code which identifies the <u>types</u> of activities where experience and qualifications were acquired by a naval officer.

NOTES:

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix A.

ENTRY NAME: OCCUPATION CODE OMF ITEM NO.: 051

OMF CODE: OCCUCODE COLUMN(S) 4008

DEFINITION: A one-position alpha code which groups officers according to occupational specialty (surface/submarine).

NOTES:

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 97.

ENTRY NAME: OFFICER ACCESSION CODE OMF ITEM NO.: 052

OMF CODE: OFFACCES COLUMN(S) 4009

DEFINITION: A one-position code which indicates an

officer's initial gain as permanent duty.

Code	<u>Definition</u>
A C	TAC Source is from activities other than NFC TAC source is NFC
(blank)	Individual not yet on permanent duty

ENTRY NAME: PAST DUTY STATION COUNTER OMF ITEM NO.: 053

OMF CODE: PDSCOUNT COLUMN(S) 4010-4015

DEFINITION: A counter which indicates the number of Past

Duty Stations recorded in an officer's record.

ENTRY NAME: PAST DUTY STATION DEPLOYMENT DURATION	OMF ITEM NO.: 054
OMF CODE: PDSDUR1 PDSDUR2 PDSDUR3 PDSDUR4 PDSDUR5 PDSDUR6 PDSDUR7 PDSDUR8	COLUMN(S) 4016-4017 4018-4019 4020-4021 4022-4023 4024-4025 4026-4027 4028-4029 4030-4031

DEFINITION: Two digits which indicate the total number of months that an officer was deployed at a past duty station. Only periods of deployment in excess of 30 consecutive days are recorded (PDSDUR1 describes the most recent past duty station.

ENTRY NAME: PAST DUTY STATION FROM DATE	OMF ITEM NO.: 055
OMF CODE: PDSFRYR1 PDSFRMO1 PDSFRYR2 PDSFRMO2 PDSFRYR3 PDSFRMO3 PDSFRYR4 PDSFRYR4 PDSFRMO4 PDSFRYR5 PDSFRYR5 PDSFRMO5 PDSFRYR6 PDSFRYR6 PDSFRYR7 PDSFRMO7 PDSFRYR8 PDSFRMO8	COLUMN(S) 4032-4033 4034-4035 4036-4037 4038-4039 4040-4041 4042-4043 4044-4045 4046-4047 4048-4049 4050-4051 4052-4053 4054-4055 4056-4057 4058-4059 4060-4061 4062-4063

DEFINITION: A four-digit date (last two digits of year and month) which indicates when an officer reported to a duty station (PDSFRYR1 and PDSFRMO1 describe the most recent reporting date.

• • • • • • • • • • • • • • • • • • • •	ENTRY NAME: PAST DUTY STATION TO DATE	OMF ITEM NO.: 056
PDSTOYR2 4068-4069 PDSTOMO2 4070-4071 PDSTOYR3 4072-4073 PDSTOMO3 4074-4075 PDSTOYR4 4076-4077 PDSTOMO4 4078-4079 PDSTOYR5 4080-4081 PDSTOMO5 4082-4083	PDSTOMO1 PDSTOYR2 PDSTOMO2 PDSTOYR3 PDSTOMO3 PDSTOYR4 PDSTOMO4 PDSTOMO5 PDSTOMO5 PDSTOMO6 PDSTOMO6 PDSTOYR7 PDSTOMO7 PDSTOMO7 PDSTOYR8	4066-4067 4068-4069 4070-4071 4072-4073 4074-4075 4076-4077 4078-4079 4080-4081 4082-4083 4084-4085 4086-4087 4088-4089 4090-4091 4092-4093

DEFINITION: A four-digit date (last two digits of year and month) indicating when an officer was detached from a duty station. The "TO DATE" for Past Duty Station 1 will be blank.

ENTRY NAME: PAST DUTY STATION TYPE ASSIGNMENT	OMF ITEM NO.: 057
OMF CODE: PDSTYPE1 PDSTYPE2 PDSTYPE3 PDSTYPE4 PDSTYPE5 PDSTYPE6 PDSTYPE7 PDSTYPE8	COLUMN(S) 4096 4097 4098 4099 4100 4101 4102 4103

DEFINITION: A one-character alpha code indicating whether an officer was serving for rotational purposes at sea; shore or overseas while attached to a duty station.

NOTES:

For listing of codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, Item 1-155.

ENTRY NAME: PRECEDENCE GROUP CODE OMF ITEM NO.: 058

OMF CODE: PRECGRP COLUMN(S) 4104

DEFINITION: A one-character code prefixed to the precedence number which indicates an officer's promotion group and implies the public law which governs his promotion.

Code	<u>Definition</u>
L	Lineal list officer and women other than designator 1XXX or 3XXX.
M	Bandmaster
N	USN Warrant officer (including women)
P	USNR Warrant officer (including women)
R	Retired officer on active duty (including WAVES)
T	TAR officer (including women and warrant officer TARs)
W	USN women (other than warrant officers) with designators 1XX0 or 3XX0
Y	USNR women (other than warrant officers or TARs) with designators 1XX5 or 3XX5
Z	Temporarily active duty officer

ENTRY NAME: PRECEDENCE NUMBER OMF ITEM NO.: 059

OMF CODE: PRECNUMB COLUMN(S) 4105-4112

DEFINITION: An eight-digit number assigned to an officer indicating his position on the precedence list of officers on active duty in the Navy. The last two digits of the number, called the subnumber, are used for insertions. The following officers are not indicated on the precedence list; newly commissioned ensigns during first six months of commissioned service; retired officers on active duty; and, officers on temporary active duty.

NOTES:

Precedence number/subnumber will be zeros for retired officers on active duty and TEMACDUs (Codes R and Z).

ENTRY NAME: PREVIOUS MILITARY SERVICE OMF ITEM NO.: 060 (MONTHS)

OMF CODE: MILTSERV COLUMN(S) 4113-4115

DEFINITION: A three-digit number indicating total number of months of ACTIVE PREVIOUS MILITARY SERVICE in enlisted, warrant, and/or commissioned status regardless of branch of service. Does not include training duty, duty as a cadet, OCS, college programs, etc. Number of months in foreign service is not entered.

ENTRY NAME: PRIMARY AERONAUTICAL OMF ITEM NO.: 061

DESIGNATION

OMF CODE: PRIAWODE COLUMN(S) 4116

DEFINITION: A one-character alphanumeric code which

identifies an officer's aviation specialty.

<u>Code</u>	<u>Definition</u>
1	Naval aviator (HTA)
3	Naval flight officer
4	Technical observer
5	Naval flight meteorologist
7	Student naval flight officer
8	Aviation ground officer
9	Student naval aviator
A	Naval aviator (medical officer)
E	Naval technical observer (aviation medical examiner)
M	Naval technical observer (aviation physiologist and aviation psychologist)
S	Naval aviation observer (flight surgeon)

ENTRY NAME: PRIMARY AERONAUTICAL

DESIGNATION - PENDING

OMF ITEM NO.: 062

OMF CODE: PRIAWOPN

COLUMN(S) 4117

DEFINITION: A one-character alphanumeric code which indicates that an officer's aviation specialty will be at the activity to which he is a pending gain.

NOTES:

For codes, please refer to OMF Item No.: 061, Primary Aeronautical Designation (PRIAWODE).

ENTRY NAME: PROJECTED ROTATION DATE

OMF ITEM NO.: 063

OMF CODE: PRDYR

PRDMO

COLUMN(S) 4118-4119

4120-4121

DEFINITION: A four-digit date (last two digits of year and month) indicating when officer planned for rotation from present activity: 9912 indicates officer is in a missing or

other indeterminate status.

ENTRY NAME: PROJECT ROTATION DATE

OMF ITEM NO.: 064

PREVIOUS

OMF CODE: PRDPRYR

PRDPRMO

COLUMN(S) 4122-4123

4124-4125

DEFINITION: A four-digit date (last two digits of year and month) which is the planned date of detachment from a tour of duty just completed. This date is copied from Projected Rotation Date - Pending at the time of an officer's detachment from a toured duty assignment.

ENTRY NAME: PROMOTIONAL HISTORY (WARRANT THROUGH FLAG)	OMF ITEM NO.: 065
OMF CODE: WARRANYR	COLUMN(S) 4126-4127
WARRANMO	4128-4129
WARRANDA	4130-4131
ENSYR	4132-4133
ENSMO	4134-4135
ENSDA	4136-4137
LTJGYR	4138-4139
LTJGMO	4140-4141
LTJGDA	4142-4143
LTYR	4144-4145
LTMO	4146-4147
LTDA	4148-4149
LCDRYR	4150-4151
LCDRMO	4152-4153
LDCRDA	4154-4155
CDRYR	4156-4157
CDRMO	4158-4159
CDRDA	4160-4161
CAPTYR	4162-4163
CAPTMO	4164-4165
CAPTDA	4166-4167

DEFINITION: Six-digit dates (last two digits of year, month, and day) showing dates of rank for each grade an officer has held. For warrant officer this will be date of rank for first commissioned warrant officer grade (W2 through W4). For flag it will be date of rank for first flag grade held. Asterisks in fields lower than the officer's present grade indicate that the officer never held that grade.

ENTRY NAME: PROMOTION STATUS OMF ITEM NO.: 066

OMF CODE: PROMSTAT COLUMN(S) 4168-4171

DEFINITION: A maximum four-character code indicating an officer's selection or failure of selection for promotion to the next grade higher than his present grade.

Code	<u>Definition</u>
S	Indicates officer has been selected or the next higher grade. This is followed by a single digit year code to indicate the fiscal year the selection was made.
F	Indicates officer has failed selection. This is followed by a single digit year code for each fiscal year of failure up to a maximum of three years. In the event of more than three failures the last three years will be shown.
X	Indicates an officer in the grade of ensign who has not been promoted normally to LTJG in accordance with the provisions of SECNAVINST 1412.6D.
L	CWO selected for LDO.

NOTES:

- 1. When an officer who has previously failed selection is selected, all failure information will be erased from his record and replaced by selection code and year.
- 2. This element will be blank for an officer who has not been considered by a selection board in his present grade.

ENTRY NAME: RACE OMF ITEM NO.: 067

OMF CODE: RACE COLUMN(S) 4172

DEFINITION: A one-digit code identifying an officer's

race.

Code	Race/Pop Group Description
С	White (Caucasoid)
N	Black (Negroid of African)
M	Yellow (Asian/Mongoloid)
R	Red (American Indian)
X	Other
Z	Unknown

ENTRY NAME: RESIGNATION-DATE RECEIVED OMF ITEM NO.: 068

OMF CODE: RESIGYR COLUMN(S) 4173-4174

RESIGMO 4175-4176

DEFINITION: A four-digit (year and month) date that indicates when an officer's request for resignation forwarded via offical channels, is received by the Chief of

Naval Personnel for ensorsement.

ENTRY NAME: SEA/SHORE CODE OMF ITEM NO.: 069

OMF CODE: SEACODE COLUMN(S) 4177

DEFINITION: A one-position code designating the type of duty an officer is serving under at the activity to which currently attached for duty or TEMDU.

Code Definition

1 Shore duty
2 Sea duty
3 Overseas shore duty
4 Nonrotated sea duty
5 Neutral duty
6 Preferred overseas shore duty

ENTRY NAME: SEPARATION REASON CODE

OMF ITEM NO.: 070

OMF CODE: SEPREAS

COLUMN(S) 4178

DEFINITION: A

A one-position alphanumeric code which

defines the reason for separation.

NOTES:

For codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, Item 1-200 - 1-200.1.

ENTRY NAME: SERVICE COLLEGE (JR)

OMF ITEM NO.: 071

COLLEGE

OMF CODE: JRCOLLEGE

COLUMN(S) 4179-4180

DEFINITION: A two-position alphanumeric code which represents the junior service college or alternate order of merit for which an officer is selected. This code is not always utilized by the Service College Selection Board.

Code	<u>Definition</u>	
NC	Naval War College (C&S)	
MC	USMC (C&S)	
XX	Other	
digits	Alternate Order of Merit	
(blank)	URL or Supply Corps School	

ENTRY NAME: SERVICE COLLEGE (JR)

OMF ITEM NO.: 072

FISCAL YEAR ELIGIBLE

OMF CODE: JCELIGFR

2

COLUMN(S) 4181

JCELIGTO 4182

DEFINITION: A two-position alphanumeric code representing the last digit of the fiscal years during which a selectee is eligible to attend junior service college (example:

28 = eligible to attend between fiscal '72 and '78

3X = eligible to attend only during fiscal '73).

ENTRY NAME: SERVICE COLLEGE (JR)

FISCAL YEAR SELECTED

OMF ITEM NO.: 073

OMF CODE: JCSELEC

COLUMN(S) 4183

DEFINITION:

A one-position numeric code which indicates

the fiscal year in which an officer was selected for

attendance at a junior service college. Code is the last

position of a fiscal year.

ENTRY NAME: SERVICE COLLEGE (JR)

OMF ITEM NO.: 074

SELECTEE STATUS

OMF CODE: JCSTAT

COLUMN(S) 4184

DEFINITION: A one-position alpha code which indicates whether a junior service college program selectee was

selected as a principal or alternate.

Code	<u>Definition</u>
A	Alternate
P	Principal
(blank)	Not a selectee

ENTRY NAME: SERVICE COLLEGE (SR)

OMF ITEM NO.: 075

OMF CODE: SRCOLLEGE

COLUMN(S) 4185-4186

DEFINITION: A two-position alphanumeric code which represents the senior service college or alternate order of merit for which an officer is selected.

NOTES:

For codes, please refer to OMF Item No.: 071, Service College (JR) College (JRCOLLEGE).

ENTRY NAME: SERVICE COLLEGE (SR)

OMF ITEM NO.: 076

FISCAL YEAR ELIGIBLE

OMF CODE: SCELIGFR

COLUMN(S) 4187

SCELIGTO

4188

DEFINITION: A two-position code representing the last digit of the fiscal years during which a selectee is

eligible to attend senior service college

NOTES:

For codes, please refer to OMF Item No.: 072, Service College (JR) Fiscal Year Eligible (JCELIGFR & JCELIGTO).

ENTRY NAME: SERVICE COLLEGE (SR)

OMF ITEM NO.: 077

FISCAL YEAR SELECTED

OMF CODE: SCSELEC

COLUMN(S) 4189

DEFINITION: A one-position numeric code which indicates the fiscal year in which an officer was selected for attendance at a senior service college. Code is the last position of a fiscal year.

ENTRY NAME: SERVICE COLLEGE (SR)

OMF ITEM NO.: 078

SELECTEE STATUS

OMF CODE: SCSTAT

COLUMN(S) 4190

DEFINITION: A one-position alphabetic code which indicates whether a senior service college program selectee was selected as a principal or alternate.

NOTES:

For codes, please refer to OMF Item No. 074, Service College (JR) Selectee Status (JCSTAT).

ENTRY NAME: SERVICE DATE OMF ITEM NO.: 079

OMF CODE: SERVDATE COLUMN(S) 4191-4192

DEFINITION: Last two fiscal year digits indicating commencement of commissioned service for the purpose of determining eligibility for retention on the active list. It applies to USN officers only and is used to measure total commissioned service.

DEFINITION: A three-digit code reflecting a service school which an officer successfully completed. Schools recorded are generally limited to those which are of substantial assistance in detailing and planning functions within the Bureau of Naval Personnel. A maximum of five schools may be recorded in an officer's record. Schools are recorded in descending sequence (most recent first).

NOTES:

For codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Appendix C.

ENTRY NAME: SERVICE SCHOOL COMPLETION DATE	OMF ITEM NO.: 081
OMF CODE: SCHDTYR1 SCHDTMO1 SCHDTYR2 SCHDTMO2 SCHDTYR3 SCHDTMO3 SCHDTYR4 SCHDTMO4 SCHDTYR5 SCHDTMO5	COLUMN(S) 4208-4209 4210-4211 4212-4213 4214-4215 4216-4217 4218-4219 4220-4221 4222-4223 4224-4225 4226-4227

DEFINITION: A four-digit date (last two digits of year and month) indicating when an officer successfully completed a service school which is recorded in his record.

ENTRY NAME: SERVICE SCHOOL COUNTER OMF ITEM NO.: 082

OMF CODE: SERVSCNT COLUMN(S) 4228-4233

DEFINITION: A counter which indicates the number of

service schools recorded in an officer's record.

ENTRY NAME: SERVICE SCHOOL OMF ITEM NO.: 083

OMF CODE: SERVLN1 COLUMN(S) 4234-4235

 SERVLN2
 4236-4237

 SERVLN3
 4238-4239

 SERVLN4
 4240-4241

 SERVLN5
 4242-4243

DEFINITION: Two digits (in weeks) indicating length of a service school which an officer successfully completed.

ENTRY NAME: SEX CODE OMF ITEM NO.: 084

OMF CODE: SEXCODE COLUMN(S) 4244

DEFINITION: A one-position alphabetic code used to identify an officer as male ("M") or female ("F").

ENTRY NAME: SOURCE CODE OMF ITEM NO.: 085

OMF CODE: OSRCE1 COLUMN(S) 4254-4255

4256 OSRCE2 CSRCE1 4257-4258 CSRCE2

4259

DEFINITION:

Original Source Code A three-digit numeric code which indicates the program under which an officer first received a Navy commission.

Current Source Code A three-digit numeric code which indicates the reason for an officer's current active naval officer service.

NOTES:

For codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 24.

ENTRY NAME: SPECIAL DESIGNATION OMF ITEM NO.: 086

COUNTER

OMF CODE: SPECDGCT COLUMN(S) 4260-4263

DEFINITION: A counter which indicates the number of special designations/special qualifications recorded in an officer's record.

ENTRY NAME: SUBSPECIALTY OMF ITEM NO.: 087

OMF CODE: SUBSPEC1 COLUMN(S) 4264-4268

SUBSPEC2 4269-4273 SUBSPEC3 4274-4278

DEFINITION: A five-digit classification code (four numeric and one alpha digit) which identifies a subspecialty area and level of expertise established by an officer through completion of doctoral level, master's level, or less than master's level education; or through specialized experience and/or training. Three codes are recordable in master file.

NOTES:

For codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix E.

ENTRY NAME: SUBSPECIALTY HISTORY	UTILIZATION OMF ITEM NO.: 088
OMF CODE: SUBUTIL1 SUBUTIL2 SUBUTIL3 SUBUTIL4 SUBUTIL5 SUBUTIL6 SUBUTIL7 SUBUTIL8	COLUMN(S) 4279 4280 4281 4282 4283 4284 4285 4286

DEFINITION: An 8-position alphabetic composite code which is used in tracking a subspecialist's assignments upon his entry into a subspecialy community. This code is entered by the assignment officer whenever he orders a subspecialist. Codes are assigned based upon the quality of the code match between the subspecialty and the billet to which slated.

ENTRY NAME: TYPE ASSIGNMENT - PENDING OMF ITEM NO.: 089

OMF CODE: TYPEASGP COLUMN(S) 4287

DEFINITION: A one-character code which indicates the type of assignment in which an officer will be serving at the activity to which he is a pending gain.

Code	<u>Definition</u>
С	Serving at Sea
S	Serving on Shore, inside U.S. (except Alaska or Hawaii)
A	Serving on Shore, Alaska
Н	Serving on Shore, Hawaii
0	Serving on Shore, outside U.S.
D	Serving on Deployed Ship or Squadron homeported outside U.S.
G	Serving with other non-military U.S. Government Agency in reimbursable status

ENTRY NAME: UNIT IDENTIFICATION CODE OMF ITEM NO.: 090

ACTUAL

OMF CODE: UICA COLUMN(S) 4288-4292

DEFINITION: A five-position alphanumeric code which is the primary MAPMIS activity identifier. UIC is issued and maintained by the Comptroller of the Navy and is used in several major ADP systems. UIC is unique to the activity to which assigned.

NOTES:

High order position of UIC are always numeric but 5th position may be alpha.

ENTRY NAME: UNIT IDENTIFICATION CODE OMF ITEM NO.: 091

PENDING

OMF CODE: UICPN COLUMN(S) 4293-4297

DEFINITION: A non-functional five-digit activity indentification unique for each activity. This UIC pertains

to the activity to which an officer is pending gain.

ENTRY NAME: UNIT IDENTIFICATION CODE OMF ITEM NO.: 092

PREVIOUS

OMF CODE: UICPR COLUMN(S) 4308-4312

DEFINITION: A non-functional five-digit activity identification unique for each activity. This UIC identifies the activity at which an officer was last

assigned prior to his current activity.

ENTRY NAME: YEAR FIRST ELIGIBLE OMF ITEM NO.: 093

TO RETIRE

OMF CODE: ELIGRET COLUMN(S) 4313-4314

DEFINITION: Last two digits of fiscal year that officer is first eligible to retire under a law applicable to him.

ENTRY NAME: YEAR GROUP OMF ITEM NO.: 094

OMF CODE: YRGRP COLUMN(S) 4315-4317

DEFINITION: A three-digit number reflecting the present precedence of an officer for promotional purposes. For the due-course officer, the first two-digits, in general, will indicate the fiscal year of first commissioning. The third digit may indicate a subdivision of the basic year group, predicted upon the basic year group being split at a promotion point. For the non-due-course officer, the year group is, in general, the same as that of his present precedence comtemporaries who are due-course officers.

NOTES:

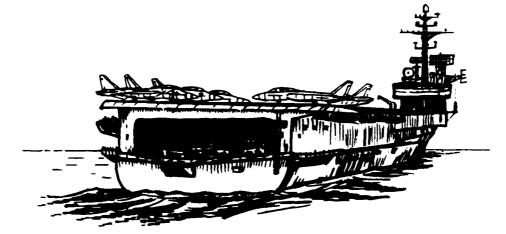
Year group will be zeros for TEMACDUs warrant officers and flag officers when precedence number is ZEROS.

APPENDIX Q AVIATION OFFICER CAREER QUESTIONNAIRE

AVIATION OFFICER CAREER QUESTIONNAIRE









NAVY PERSONNEL
RESEARCH and DEVELOPMENT CENTER

San Diego, California 92152-6800



OFFICER CAREER QUESTIONNAIRE

PRIVACY ACT NOTICE

MARKING INSTRUCTIONS

Under the authority of 5 USC 301, information regarding your background, attitudes, ex-USE NO. 2 PENCIL ONLY periences, and future intentions in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not · Read each question carefully. Make a HEAVY BLACK MARK that FILLS THE CIRCLE become part of your official record, nor will it be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this representing your answer. · Please do not make stray marks of any kind. information. There will be no adverse consequences should you elect not to provide the INCORRECT MARKS: CORRECT MARKS: requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions. Ø 💿 🥝 $\circ \bullet \circ \circ$ BACKGROUND INFORMATION 1. Social Security Number: 7. Year awarded wings: 0 0 0 0 0 0 0 0 (2051 - 2052)(1 - 9)0 0 0 0 0 0 0 0 0 0 86 0 76-77 Print your Social 0 0 @ 2 @ **②** 0 0 2 0 74-75 O 84-85 Security No. in the 3 3 3 3 3 3 3 3 O 72-73 3 0 82-83 boxes provided. Then 0 **②** 0 0 **((4)** 0 fill in the appro-0 0 O 80-81 O Before 1972 priate circle below (3) 3 ⑤ (3) 3 (3) 3 0 (3) O 78-79 O Not applicable each number. (3) 6 0 6 6 6 (6) 0 (6) 0 0 0 0 0 0 0 0 0 0 (1) 0 0 **(©** ⑧ 0 (3) 8. Which of the following best describes your warfare 0 (9) (9) 9 (9) 0 **(9)** 0 9 specialty community? (2053 - 2054)O VAL O VF O HM O VAM O VP 2. Current designator: O HS (2020 - 2023)0 <u></u> O VAW O VQ O HSL 0 0 0 0 O VAQ O VS 0 O Other support is a VRC-3 O VC 2a. Aviator type: @ 0 O HC O Other (2050) ③ ④ 3 3 Ō C Pilot 0 (3) € O NFO **③** 9. How long have you been a member of the above **(E)** 6 6 warfare specialty community? (2055)**①** 0 0 **©** € (3) O 1-2 years O 10-14 years (9) 0 (9) O 3-5 years O 15 or more years Did you answer question 2a? O 6-9 years 3. Grade: (2032)10. How many other communities have you been a member of? (2056) C 0-1 0 0-3 0 0-5 O 0-7 0 0-2 0 04 \bigcirc 0-6 O None 02 O 4 or more O 3 01 O Male 4. Sex: O Female (2033)11. Which of the below Surface Warfare qualifications have you obtained? (2057) 5. Family status: (2034)O Single O Married, with children O None O Several but not SWO qualified O Single parent Separated/Divorced O 000 (U) O Married, without children O Other O Am SW0 qualified One goal, not 00D (U) 6. Date questionnaire completed: 12. Appreximately how many hours a week do you fly? (2058)(2049)O May 86 O Aug 86 O Duty involves no flying O 11-15 hours June 86 O Less than 5 hours Sept 86 O 16-20 hours O July 86 O Oct 86 O 5-10 hours O More than 20 hours

B. INFORMATION USE

In reference to your present assignment, evaluate each of the following 14 sources of information according to how much you use them, how accurate, honest, and available they are in providing you with career planning information and guidance, and how much influence each source exerts on your career decisions. Respond using the scale below.

O Not Applicable
O ŞĒ
0
0
Moderate
0
0
Q \$ \$

	INFORMATION SOURCE	3SN	ACCURACY	HONESTY	AVAILABILITY	INFLUENCE
ri	a. CO/ISIC.	ඉතුම් සිරුගෙ	0000000	<u> </u>	@@ @ &&@@@	මත්ම්ලීම්ම මම
ف	ъ. хо	00000000	00000000		000000000	
ర	c. Department Head	000(% %)000	000(36)000	000()	000(444)000	000(HH)000
Ð	d. Other senior officers in my community	00000000	00000000	00000000	00000000	
85		(2076)	(2095)			
		0000000	0000000			000000000000000000000000000000000000000
<u>=</u>	Peers	0000000	000,000,000	00000000	00000000	
6	g. Detailers	0000000	00000000			000000000
Ë	h. "Perspective".	00000000	00000000			
	"IBI Officer Career Planning	(5080)	(506)	(2118)	(2137)	(2156)
<i>:</i>	Handbook"	0000000	0000000	00000000	00000000	000000000000000000000000000000000000000
<u></u>	"Commanding Officer's		@O@@@@@O@	00000000	0000000	
<u>×</u>	"Officer Billet Summary"	(2083) (000)0000	(2101) (000)000000000000000000000000000000	(2120) 000000000	(2139) ©©@@@©©	<u>(2158)</u> ලට මැඩුල්ලට ට
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Ε	m Public media	000000000000000000000000000000000000000	00000000	@\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	00000000	00000000
		(3085)	(2104)	(2123)	(2142)	(2161)
<u> </u>	m. Fubications put out only for	00000000	00000000	0000000	00000000	000000000
		(2086)	(2105)	(2124)	(2143)	(2162)

1. My present tour is	1.	My	present	tour	is:
-----------------------	----	----	---------	------	-----

(2177)

O Sea

O Shore

2. When did you detach from your <u>last</u> assignment?

(2178)

- O Less than 1 month ago.
- O 1 month, but less than 3 months ago.
- O 3 months, but less than 6 months ago.
- O 6 months, but less than 9 months ago.
- O 9 months, but less than 1 year ago.
- O 1 year or more ago.
- O No reassignment.

3. My PRD is: (2179)

- O Less than 1 month from now.
- O 1 month, but less than 3 months from now.
- O 3 months, but less than 6 months from now.
- O 6 months, but less than 9 months from now.
- O 9 months, but less than 1 year from now.
- O 1 year or more from now.
- O Don't know.

4. What is your evaluation of the following aspects of your present job and related duties? Mark one response for each Item.

	1	2	3	4	5	6	7
	Very Negative			Neutral			Very Positive
a. Challenge	0	2	3	•	€	€	•
b. Separation from family/friends (2183) .	0	②	3	•	③	©	0
c. Use of skills & abilities (2184) .	0	0	3	•	⑤	©	0
d. Working environment (2185) .	0	0	3	•	(3)	0	0
e. Hours of work required (2186) .	0	0	3	•	③	€	0
f. Work pressure	0	②	3	•	③	•	0
g. Interesting duties (2188) .	0	2	3	②	⑤	©	0
h. Ability to plan and schedule activities (2189).	0	@	3	•	⑤	©	0
i. Adventure	0	2	3	•	€	©	①
j. Sense of accomplishment (219.1) .	0	②	3	@	③ 、	•	Ø
k. Opportunity to grow professionally (2192) .	0	@	3	•	③	©	0
I. Doing something important (2193) .	0	0	3	0	6	©	0

5. Overall, how do you evaluate this tour in terms of:

	Highly Unfavor- able	Un- favorable	Neutral	Favorable	Highly Favorable	Not Applicable	
a. Squadron/Command (2194)	0	0	0	0	Ο.	0	l
b. Type duties	0		0	0	0	0	ĺ
c. Superiors	0	0	0	0	0	0	ı
d. Immediate subordinates (2197) .	0		0	0	0	0	ı
e. Wardroom at sea (the SWOs) (22QO) .	0		0		0	0	ĺ
f. Ready room/peers	0		0		0	0	

	1,747	27-12		Carried States	and the first			90					
1,	How many months prior (2253)	to your PRD t	o your curi	rent assignme	nt did you st	ıbmit a no	ew prefe	rence (card?			-	
	O 1 to 2 months O 3 to 4 months	○ 5 to 6 i		O 9 to 10	0 months 12 months		re than ne subn		r befor	e PRD			
2.	When I completed my m (2254)	ost recent pre	ference car	rd 1:									
	 Put down choices Put down primari Put down choices Put down choices Put down choices Did not complete 	ily what I wa which I wante s which I tho s which I tho	nted, but t d, and I felt ught would	tempered the the Navy wou d help my Na	em a little w uld want me t avy career, l	ith what to have, b but temp	t I thoug ecause I pered wi	iht wo Navy ro ith my	uld hel equirem persor	p my N ents ar al des	nd my int ires.	erests a	are alike.
3.	Assess the acceptability	of your curre					cpressed						
			1		3	4	. -	5	6		7	Pref	8 erence
		j	Very Poor			Neutral	l				Very Good	Car	d Not
		2255)	0	3	3	①		3	<u>@</u>		0	(⑤ [
	b. Type Billet() c. Type Activity()		0	② ②	3	@		<u>ම</u> ම	<u>6</u>		0		®
5 .	With respect to your mos forwarded, but they were (2259)	st recent trans e not received	fer, did you in a timely	ır detailer info fashion?	orm you that	orders w	vere bein	g					
	O No	○ Yes		○ No pre	vious reass	ignment							
6.	Have you submitted a new (2260)	w preference o	ard during	your current	assignment	?							
	○ No	O Yes											
7.	When did you begin the f	ollowing activ	rities in reg	ard to your la	ıst reassignn	nent? (Us	e the fol	lewing	scale t	o respo	nd to ite	ms a thí	rough h).
	Systematica More than 1	4 months be	fore my P	r RD		3 to 6 rno Within 3							
	3. 11 to 14 mo 4. 7 to 10 mon					didn't d Not appl							
a	Contacting your deta Specifically seeking	tiler the advice of		officer	(2261)	. ① . ①	② ②	③ ③	(4)	(3)	6	0	0
C	Specifically seeking	the advice of	a semoi a peer		(2263)	. 0	0	3	0	③	6	0 0	③
	 Discussing possible : 	assignments	with my	spouse/fami	w (2264)	. ①	②	3	0	(5)	•	0	®
e	Considering choices Considering choices	of location			(2265)	. 0	0	<u> </u>	0	0	<u>©</u>	0	0
g	Considering choices	of types of d	uty		(2267)	. ①	②	③	0	(S)	© ③	0 0	33
h	. Contacting a placeme	ent officer			(2268)	. 0	<u> </u>	3	ŏ	Ğ	Õ	Õ	<u>o</u>

,	previous assignm	nent or used no one to intervene on	your behalf,						
please mark	here	O No previous assignment O No one	and go to	Question 9.	l.				
					Used Individual		iot Use vidual		
	a. My CO/XO/IS	SIC	(227	0)	0)		
	b. CO/ISIC of ti	ne billet I wanted	(227	1)	0		0		
	c. A senior offi from my pre	cer in my direct chain of comma vious assignment	and (227)	2)	0		0		
	d. A senior offi assignment	cer from the command of my de	esired (227)	3)	0		0		
	e. A senior offi chain of com	cer from my command but not in mand of either assignment	n the (227	4)	0		0		
	f. A senior offi	cer from outside my community	(227	5)	0		0		
	g. Other		(227	6)	0		0		
relativ 3 Tende and d 3 Tende eventi 4 Tende my pa	vely quickly. In the property of the run smooth iscussion with many or the property of the pr	ly — my detailer located an accepty. but there was a certain amounty detailer along the way. Ifficult, unhappy experience. However, acceptable assigned the frustrating situation. No any assuccessful in influencing the location of the following methods are for in	wever, I nount of effi e system.	tainty ort on	w?				
			Very	Ineffective	So-So	Effective	Ver		
	a. Preference C	ard(227.8.)	Ineffective	0	0	0	Effect		
	b. Letter	.(227.9.)	0	0	0	0	0		
		· ·							
		(2280)	0	0	0	0	0		
	c. Telephone .			0 0	0	0	0		

11. If you have formed an opinion of your current detailer, evaluate your detailer in the below areas. If not, please evaluate your former detailer

	•	1	2	3	4	5	6	7	18
		Very Negative			Neutral			Very Positive	Don't !
a.	Knowledge of current policy trends (228	3) 🕤	②	3	•	⑤	6	①	E
b.	Knowledge of which billets are								
	available	4) ①	@	3	•	6	•	9	©
C.	Knowledge of requirements and duties of								!
	available billets (228	5) ①	0	3	•	⑤	6	•	© '
đ.	Knowledge of my career development								
	needs	<u>6</u>)	②	③	•	③	©	Ø	©
e.	Knowledge of my personal desires (228)	7)①	2	3	•	(3)	©	0	Œ.
f.	Returns telephone calls (228	8)①	@	3	•	③	©	T	⑤
g.	Shares information (228	9)①	@	3	@	3	©	©	C
h.	Knowledgeable of previous communications(229	0) ①	②	3	•	3	0	Ø	@ @ O @ O @
i.	What (s)he says can be trusted (229	1)①	@	3	•	⑤	©	9	€ .
j.	Looks out for my best interests (229		②	3	•	③	⑥	•	€ .
k.	Listens to my problems, desires,								
	needs, etc	3) ①	2	3	•	©	6	Θ	E
1.	Provides useful career						-		
	counseling (229	4) ①	②	③	•	③	6	①	©
m.	Responds to correspondence (229	5) D	2	3	Õ	<u> </u>	Ğ	Ō	ē
n.	Availability		0	3	Ō	<u> </u>	Ğ	Ō	© ©
	Provides useful career counseling	•		_	_	_		•	
-	on "tickets to be punched" (229	7) ①	2	3	•	3	6	①	© :
D.	Provides useful career counseling	., -			•				•••
μ.	on "right contacts" to make (229	B) ①	②	3	@	©	6	0	© .

12.	Which	detailer	did	you	evaluate?
	(22	99)		•	

○ Current detailer ○ Former deta

13. How many times have you spoken to your current detailer? (2301)

0 0	O 2	04	O 6
01	O 3	O 5	O 7 or more times

14. If you have attended a detailer field trip meeting in the lest two years, to what extent:

		1	2	3	_ 4	5	6	7	ξ
		Very Little			Some			Very Great	N: Attender
a .	Did it provide clarification of assignment policies and practices? (2302)	0	2	3	0	•	©	0	C
b.	Did it give you an appreciation of officer career paths and alternatives? (2303)	0	②	③	0	•	•	0	©
	Did it resolve some assignment problems you had?	0	0	3	0	Ø	©	0	C
	Was it conducted in an open and honest manner?	0	②	①	0	•	•	Ø	©
€.	Was it a useful and beneficial meeting? (2306)	0	0	3	0	3	0	0	©

15.	I cannot depend	upon the	e detailing	system to	find a	jeb	that I	want.
	(2307)							

Strongly Disagree		Neutral							
Õ	②	3	•	3	©	0			

16. Please indicate your degree of agreement with the below statements. Use the provided scale in answering the statements about the detailer who assigned you to your current command.

a.	I was favorably impressed with the way my detailer handled our interactions
b.	My detailer tended to have a closed mind, and thus I could not influence him/her
C.	My detailer made a sincere effort to meet my needs or to explain why he/she couldn't
d.	The detailer located for me the best billet that

he/she could, given the circumstances.

1	2	3	4	5	6	7	8	_
Strongly Disagree			Neutral			Strongly Agree	Not Assigned	1
O ₍₂₃	08 [©]	3	0	©	©	•	•	
[©] (23	09 [©]	3	0	③	•	0	©	
O ₍₂₃	109	3	0	3	©	0	•	
O ₍₂₃	119	3	0	③	©	0	•	'

		Disagree		
i	a. My detailer conveyed the news of my new assignment in a callous fashion. (23.13)	. 0	0	C
1	b. My detailer attempted to explain why the assignment was made (23.14)	. 0	0	(

1	2	3	4	5	6	7	8
Strongly Disagree			Neutral			Strongly Agree	Not Assigned
							•
0	0	3	•	③	•	0	©
0	0	3	0	③	•	0	•

E. DECISION PROCESS

Very Positive

0

(1)

0

1.	How ma (2	ny m (330	ore y	/ ears 233	; do y 31)	ou p	ian to	remi	ein ei	1 acti	ve dut	y ?			
•		_	②	③ ⊙	0	(S)	©	(O)	(9	9	ල ඔ	€			
			0	•		<u> </u>	Û				Ŭ	Ü			
2.	naval of)	he Na	IVY W	vants	you !	io cor	rtinuc	you	r cared	er as an ac	tive duty		
			inite Vot	ły							n't Ow			Defin Do	
		1	0		(ව		3		G	•	3	•	• •)
3.	idea of	ou are evaila 333)	ble l	"sho billet	uld l s for	be") (whic	compl ch you	eting u wou	ijq pi	Office fully	cer Pro y com;	eference C petitive?	erd. do yo	u have a god	od
		Dofi Do	nite No							Some	what			Defin D	
			0		(9		3		(•	•	•	Č)
4.	perform			llets	you	have	recei	ved r	efiec	ted y	Our ex	perience a	nd past		
		Dei:	nite No							Some	what			Defin D	
		(Э		(9		3		G	9	③	3	•)
5.	What is	your :	eval	uatio	n of	the fo	liow	ing a	spect	s of a	Navy	career?			
												1	2	3	4
												lery gative			Neutral
	a Con	tinuit	y o	f det	ailer	'S			. .	. (2	2335	D	2	3	②

b.	Assignments received (2336)	2	3	•	③	•	. 🕤
C.	Change of assignments at 2-3 year intervals (2337)	2	3	•	ⓒ	©	0
	Possibility of change of geographic location						
	with assignment changes (2338)	2	3	•	③	® -	• •
e.	Sea duty (2339)	@	3	②	€	€	0
1.	Shore duty	2	③	•	⑤	©	0
g.	Overseas assignments, accompanied (2341)	②	3	•	€	©	0
ĥ.	Overseas assignments, unaccompanied (2342)	2	3	•	⑤	©	0
	Commissary and exchange benefits (2343)	0	3	Ō	<u> </u>	<u>©</u>	Õ

	, Ann Maig In Cook Plai		THERE IN	3 f			
(2353	3)			Neither			
	Essentially Unprepared			Prepared nor Unprepared		Essentially Prepared	
,	op. opa. 00			Olipi chai co			ricparco
	0	0	3	0	⑤	©	0

Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian cereer if you left the Navy.

Civilian

Navy

		Substantially Better	Much Better	Better	Comparable	Better	Much Better	Substantially Better
	Interesting and challenging work (2373)	0	0	0	0	0	0	0
b.	Ability to plan work (2374)		0	Ö	0	0	0	0
C.	Work hours (2375)	0	0	0	0	0	0	0
d.	Minimal work stress (2376)	O	0	Q	0	0	0	0
e.	Freedom from hassle (2377)	0	0	0	Q	O	0	0
f.	Own initiative (2378)	0	0	0	0	0	0	0
g.	Pay and allowances (2379)	O	0	Ō	0	0	0	00
h.		0	00	0	000	00	0	0
İ.	Job security (2381).	0	Q	0		0	0	o l
j.	Family stability (2382)	0	0	0	0	0	Q	0
k.	Desirable place to live (2,383).	0	0	0	0	0	0	0
I.	Desirable co-workers (2384).	0	0	0	0	O .	0	0
m.		0	0	0	0	O	0	0
ก.	Responsibility (2,386).	0	0	0	0	0	0	0
0.	Chance for spouse to develop own		_	_		_	_	l _ i
	interests (2387).	O	Q	O	0	Q	0	0
p.	Quality of superiors (2388).	0	0	0	0	0	0	0
q.		O	0	O	0	0	0	0
r.	Variety of assignments (2390).	0	0	0	0	0	0	0
S.	Educational opportunities (2391).	0	0	0		0	0	0
t.	Promotional opportunities (2392).	0	0	0	0	0	0	0
	Social relationships (2393).	0	0	0	0	0	0	
٧.	Amount of crisis management (2394).	0	0	0	0	0	0	0

8. Indicate what your decision was, if one has been made, for the following career options.

1 h	nave decided to:	No	Undecided	Yes	
b. Re c. Mi d. Qu e. Se f. Ot g. Re h. Re i. Ac j. St k. Pr l. Re m. St n. St	cotain a master's degree (2418) dequest PG School (2419) dake the Navy a career (2420) dualify for a different aircraft (2421) deek a designator change from aviation (2422) dotain a proven subspecialty (2423) demain geographically stable (2424) dequest Staff or War College (2425) decept a Washington headquarters staff assignment (2426) depart for operational squadron command (2427) depart for a career outside the Navy (2428) demain in the Navy beyond eligible retirement date (2429) derive for CAPT (2430) deek a designator change to Material Professional (2432)	00000000000	000000000000000	00000000000000	

9. Please use your personal impressions to rate <u>EVERY</u> assignment below on its patential contribution to an aviator career (your community and designator).

ſ	Strongly	Substantially	Moderately		Moderately	Substantially	Strongly	Danit
2. SEA ASSIGNMENTS	Negative	Negative	Negative	Neutral	Positive	Positive	Positive	Know
1. CO – Carrier		0	0	0	0	0	0	0
2. XO – Carrier		0	o l	0		0	0	0
3. XO - LHA	9),	0	0	0	0	0	0	0
1. Communications Officer	01.5		0	0	0		0	0
2. Navigator		Ō	ŏ	ŏ	Ŏ	١ŏ١	ŏ	Ŏ
3. Assistant Navigator	2))	0	0	0	0		0	0
4. Weapons Officer		0	0	0	0	0	0	0
5. ASW Officer		0	0	0	0	0	0	0
6. Safety Officer		0	0	0	0	0	00	00
7. Operations Administrative Assistant (248 8. Air Operations Officer		00	00	00	00	0	00	00
9. Strike Operations Officer		0	00	00	0	00	00	0
10. CIC Officer		ŏ	ŏ	ŏ	lŏ	ŏ	ŏ	0
11. Assistant for Air Warfare		ŏ	ŏ	Ŏ	Ιŏ	0	0	ŏ
12. Assistant for ASW		Ŏ	Ŏ	Ŏ	Ŏ	lŏl	Ŏ	lŏ
13. Air Boss (Air Officer)		0	0	0	0	0	0	0
14. Aircraft Handling Officer (249)		0	0	0	0	0	0	0
15. Catapult Officer	, -	0	0	0	0	0	0	0
16. Flight Deck Officer		0	0	0	0	0	0	0
17. Hangar Deck Officer	6))	Q	0	0	0	0	0	
c. AIR WING 1. CAG – Air Wing Commander (Assume it's an 0-5 billet) 249	717	0	0	0	0	0	0	0
2. CAG — Air Wing Commander (Assume it's an 0-6 billet 249		ŏ	ŏ	ŏ	ŏ	l ŏ	Ö	ŏ
3. Deputy CAG		l ŏ	Ö	ŏ	Ŏ	l ŏ	ŏ	ŏ
4. CAG OPS		ŏ	ŏ	ŏ	Ŏ	l ŏ l	Ŏ	Ŏ
5. CAG ASW		0	Ō	Ō	Ŏ	Ō	0	Ö
6. CAG LSO	2) 🖯	0	0	0	0		0	0
d. SQUADRON		_			_			
1. XO/CO		0	0	0	0	0	00	
3. DH – Maintenance		00	00	00	00	00	00	00
4. DH – Operations		ŏ	0	0	Ö	0	0	ŏ
5. DH – Safety		Ö	ŏ	0	ŏ	0	0	ŏ
6. DH—Training		ŏ	ŏ	ŏ	ŏ	١ŏ	ŏ	ŏ
7. Aviation Officer (OIC Helo Detachment) (250)	ذ (و	O	Ö	Ö	Ō	0	Ō	Ō
e. SHORE ASSIGNMENT					1			j
1. Flag Aide		0	0	0	0	0	0	0
2. FRS (RAG) Instructor		0	0	0	Ŏ	0	00,	0
3. Naval Academy Instructor		0	00	00	0	0	0,	0
4. CO/XO-Training Squadron		00	00	00	00	00	00	00
6. CO - Fleet Replacement Squadron (RAG) (253	6) D	ŏ	0	0	ŏ	ŏ	ŏ	lŏ
7. Test Pilot School		ŏ	ŏ	0	ŏ	ŏ	Õ	0
8. Detailer		ŏ	ŏ	ŏ	lŏ	l ŏ	Ιŏ	ŏ
9. Washington Tour	8))	0	0	Ő	0	0	0	0
10. Wing Staff	9))	0	0	0000	0	00	0000	0
11. Recruiting		O	0	0	0	Q	Ō	0
12. Naval Aviation Training Instructor (254		0	0	0	0	0	0	0
13. Navy PG School Student		0	0	0	0	0	0	0
14. Top Gun Instructor		0	0.	0	Ŏ	0	0	0
15. Strike University Instructor	ZJJ	0	0	0	0	0	0	0

10. Please indicate how <u>IMPORTANT</u> each of the following areas are to remaining in the Navy.

	1	2	3	4	5	6
-	Not At All Important		Neutral		Extremely	Not Applicable
a. Number of cruise liberty ports (25)	92} ①	@	3	•	3	6
b. Quality of liberty ports (25)	93) 🛈	@	9	Õ	<u>o</u>	Õ
c. Opportunity for operational flying (26)	D1} O	0	3	Õ	<u> </u>	<u>6</u>
d. Non-flying assignments (26)	02} ①	3	③	Ō	Õ	o
e. Aviation Officer Continuation Pay (AOCP) (26))3) ①	0	③	Ō	<u> </u>	<u>©</u>
f. Aviation Career Incentive Pay (ACIP) (26)	04} ⊙	0	Ō	Ō	Õ	Ğ,
g. Command duties	94) ①	3	<u> </u>	Õ	<u>o</u>	Ğ
h. Family separation	95) O	3	<u> </u>	Õ	<u> </u>	Ğ '
i. Disassociated sea tour		<u> </u>	<u> </u>	Õ	<u>o</u>	Õ
j. Retirement benefits (259	96) ①	②	Ō	Ō	Õ	©
k. Geographical stability(259		<u> </u>	3	Õ	<u> </u>	© !
I. Basic salary		②	Ō	Õ	Õ	Õ
m. Aviation life-style/esprit de corps		Õ	<u> </u>	Õ	<u> </u>	© i
n. Recognition for accomplishments (260		<u> </u>	<u>o</u>	Õ		Õ
o. Amount of operational flying for 0-4s (260		Õ	<u> </u>	Õ	(9	<u> </u>
p. Amount of operational flying for 0-5s and above (260		<u> </u>	<u></u>	<u>ŏ</u>	<u> </u>	<u>ŏ</u>

11. Now, please indicate how <u>SATISFIED</u> you are with the same areas.

		1	_ 2	3	4	5	6
		Very Dissatisfied		Neutral		Very Satisfied	Not Applicable
а	Number of cruise liberty ports (2618)	0	0	3	•	•	©
b.	Quality of liberty ports (2619)	0	0	3	•	③	©
	Opportunity for operational flying (2627)		③	3	©	©	©
d.	Non-flying assignments (2628)	0	0	③	0	③	0
e.	Aviation Officer Continuation Pay (AOCP) (2629)	0	0	3	Ō.	<u> </u>	© '
f.	Aviation Career Incentive Pay (ACIP)) • 💿	0	3	0	©	Ō
g.	Command duties	0	②	<u> </u>	Õ	©	<u>©</u>
ħ.	Family separation (2621)	0	0	3	0	<u> </u>	© ;
j.	Disassociated sea tour (2631)	0	0	Ō	Õ	<u>©</u>	<u></u>
j.	Retirement benefits (2622)	0	0	Ō	Õ	Õ	© ,
k.	Geographical stability (2623)	0	Õ	Ō	Õ	<u> </u>	6
1.	Basic salary	0	0	<u> </u>	Õ	Ğ	Ğ
m.	Aviation life-style/esprit de corps (2625)	0	Ō	<u> </u>	Õ	Ē	©
n.	Recognition for accomplishments (2626)	0	②	<u> </u>	Õ	Ō	6
0.	Amount of operational flying for 0-4s (2632)		<u> </u>	<u> </u>	Ŏ.	©	<u> </u>
	Amount of operational flying for 0-5s and above (2633)		0	<u> </u>	0	Ō	Õ

	To No Extent	To A Little Extent	To Some Extent	To A Considerable Extent	To A Very Great Extent
12. To what extent do you think about leaving the Navy prior to retirement?	0	0	0	0	0
13. Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy, within the next year? (26,36)	0	0	0	0	0
14. If they had to do it over again, to what extent do you think most of your ex-Navy (new civilian) friends would choose to leave the Navy prior to their retirement?	0	0	0	0	0

10	. In general, now satisfic civilian career?	sa ao you	unink your irig	nus ere w	IID 11946 IGIL	THE HEAD IS	T 8
	(2640)						
	O Very satis	fied					
	② Satisfied						
	Neither sa	itisfied n	or dissatisfied	j			
	 Dissatisfic 	ed					
	Very dissa						
	2 ,						
16	. Leoking at an aviation clear idea of what your						ou have a relatively
	(2641 - 2642)		_				
	O Less than			2 years		O Mo	re than 20 years
	O 1-4 years			-16 years			
	○ 5-8 years		O 17-	·20 years			
17.	. How attractive does the	aviation	area career pat	h appear	to you?		
	(2643) Very		N	eutral			Very
	Unattractive	_	•	•	_	_	Attractive
	C	②	©	©	③	•	Ø
	If you have made a care make this decision? (2645) Before ent Before! gd During my During my 1f you are resigning fro (2647)	ering the of my wi first sea first sho	e Navy ngs I tour ore tour vy. do you plan	to join the	During my During my Other Not applica e naval rese	second se second sh able – have	a tour ore tour not made the decision
	O No		O Uncertain		O Yes		O Not applicable
20.	If you are planning to r resignation) do you hav (2650)				nitted your l	etter of	
	O No		O Uncertain		O Yes		O Not applicable
21.	What is your principal aviation?	source of	information abo	out civilia	n hiring op j	pertunities i	n
	(2653)						
	O Fellow nav		ors	O Civil	ian pilots		Other
	O Mass med	ia		O Writt	len materia	ils	
22.	Which of the following (2654)	best desc	ribes the type o	if job yo u	will have in	civilian lif	e?
	O Civilian av	iation/p	ilot	0	Business		O Not applicable
	O Civilian av	iation/a	dministration		Profession	al	• •
	O Governmen	nt			Other		
	O Education			\cap	Uncertain		

	A The Market			2					
1. On the scale below, check the statement which most	applies to you.								
 I am an aviator I am primarily an aviator and secondarily I am an equal balance of both 	a Navy officer		an avia	imarily a Na tor Navy officer	vy officer :	and se	conda	rily	
Using your warfare specialty as your community (Vi	AL. HM. etc.) ple	ase res	spond to	· ·					
the below items.			•		1 2	3 4	5	6	7
					Strongly Disagree	Unce	rtain		rongly Igree
2. My specialty community (VAL VF, etc.), has some progri from other Navy aviation communities	ams to help me wit	h my ca	reer which ar	e different	(2703)	a	0 0		0
My specialty community has a higher rate of premotion:			er suladian es	مالاست	(2717)	•	0 0 0	(O)	Ø
4. My community (aviation) tries to take care of its own in					(2704)				0
5. Officers in other aviation specialty currently set the billets	T	and in the	ir Mary carne		(2705)		9 6	_	Ø
6. It is important to have someone available with whom I a		trust to	discuss my c	areer	(2706)	_	0 0	-	Õ
7. My senior officers interact with me frequently					(2707)		စ်စ်	_	Õ
8. I use senior officers as role models when I make career					(2708)	3	(i)	_	Õ
9. I have been counseled on how the Navy's career system	werks for member	s of my	community.		(2709)	0	9	6	0
10. I have been counseled on the Navy career opportunities					(2710)	0 0	0	6	0
11. I have been counseled on the timing and proper carser s	erverssion which	will bak							
reach my career goals in the Navy					(2720)	-	9	©	0
12. I have had good counsel on the Navy's norms and value					(2711)		9 (9	€	0
 Officers need a special career counseling system for the 					(2712)		0	6	7
14. Visibility is very important at this stage in my Navy car					(2718)	_	_		Ō
15. It is almost essential for me to be spensored by semeon			_		(2719)		0	_	0
16. My community uses an "old boy" (informal) network to i	•		-		(2713)		_	<u>©</u>	0
 I have been counseled on the "blind alleys" which might 	• •			• • • • • •	(2714)	3 (0	•	0
18. I have been counseled on the "tickets" which have to be					(2715)	0 (
goals in the Navy					(2/13)	9	9 9	•	0
 I have a close, personal relationship with a considerably mentor for my career. 					(2716)	a 6	0	6	7
•					(2710)				-
20. In comparison with other communities, officers in my	community make	flag rai		()					
Very At the infrequently same rate	te		Very Frequent	lv					
C	•	6	Ō	,					
21. Rate the importance of each of the following, within y	rour community, fo	or makin	ig flag rank.						
	F .				T				
	Of No Importance		Little ortance	Of Moderate Importance	Of Cons Impor)f Utmo nporta	
a High specialization (2764)	O	<u> </u>	O	O	1,,,,,,,,,		+ "	0	
b. Generalist (not over specialized) . (2765).	ŏ		ŏ	ŏ	1 8		1	ă	
c. Superb performance(2766).	00		0	ŏ	1 6		1	7	
d. Have right contacts (2767).	ŏ		ŏ	ŏ	1 6		1.	õ	
e. Have punched the right tickets (2768)	Ŏ		ŏΙ	ŏ	1 6	5	1	900	
and the same of the same of the same same same same same same same sam		Ļ							
22. How attractive would a designator			_		Neither				
22. How attractive would a designator change be			Very	Unattractive	Attractive	Attra	ctive		er,
22. How attractive would a designator change be a if it would allow you to remain in the cockpit, or next to			Very Unattractive	Unattractive			ictive		en, active

		Very Unattractive	Unattractive	Neither Attractive Nor Unattractive	Attractive	Very Attractive
а	if it would allow you to remain in the cockpit, or next to your present airpiane for a full career (including opportunity for promotion to 0-6)? (27.69)	0	0	0	0	0
b	if you were guaranteed to be in the cockpit for a full career, regardless of the type of plane or mission you would be involved with? (2770)	0	0	0	0	0 .
С	if you were expected to maintain a standard sea/shore tour rotation pattern with the change specified in item b?	0	0	0	0	0
đ	if it included division officer and department head duties but did not include any opportunity to command a squadron?	0	0	0	0	0

G. CAREER AND MAINTENSTATUS

Married officers are to complete Part A. Married and single officers are to complete Part B.

PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

		1	2	3	4	_5	_ 6	7	_8
1	. My spouse's career limits considerably the options available	Strongh Disagre			Neutra	1		Strongly Agree	NA
	in my career decisions	0	3	3	0	⑤	©	•	•
2	At the present time, my career is more important to me than my spouse's career	0	@	3	0	•	©	0	6
3	Family separation, because of deployment, makes my Navy career less attractive	0	0	3	•	③	•	0	©
4	Family separation, because of in-port working hours, is a problem	0	0	3	•	③	©	0	©
5	i fee! that my detailer will make an honest effort to co-locate my spouse and me	0	@	3	0	3	©	0	②
6.	! have cut back on my career involvement in order to meet the needs of my spouse and/or children (28,63) .	0	0	3	0	3	•	©	€
7.	Counseling should be available to married couples to help them reduce the stress associated with dual career marriages	0	②	3	•	③	©	0	©
8	Better support services (e.g., spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples (28,65).	0	②	3	0	(©	•	©

9.	How is your	spouse primarily - 2876)	employed?	(Choose best	response)
	(2875	- 2876)		,	,

- O Full-time homemaker
- O Secretary/clerical
- O Teacher
- O Professional
- O Engineer
- O Business/finance
- O Navy officer
- O Navy enlisted
- O Other military
- O Other

10	 How involved was your spouse when you made decisions dur (completing the Preference Card, for example)? (2881) 	ring your las	i reassig	nment				
	I defer to Equal spouse's wishes Participation				ecide Ione	NA		
	© © ® ©	⑤	©		10116	③		
11	How involved is your spouse when you are making major car as staying in the Navy, choosing a second career, retiring, etc (2882)		such					
	I defer to Equal				ecide Ione	NA		
	spouse's wishes Participation © © ③ ④	⑤	©		0	•		
12	2. How do you think your spouse feels toward your Navy career (2883) © Completely opposed © Moderately sup © Moderately opposed © Neutral	portive						
13	8. Rate the below items with regard to the extent of their impact	on your mot		PCS II	To A Little	To Some	To A Consider	To A Very
	a. Mu anguesia ampleument	99/1	Ex	tent	Extent	Extent	able Extent	Great Extent
	a My spouse's employment (26 b. Disruptions in children's schooling (28 c. My out-of-pocket expenses (26 d. Disruptions in social relations (28 e. The moving process itself (26	885) 886) 887)		00000	00000	00000	00000	00000
	f. My unavailability to help the family (en route training, for example)				00	00	00	00
P	ART B. MARRIED AND SINGLE OFFI Please indicate your degree of agreement with the belowand its impact on your career		ts whic	h rela	te to marit	al status		
	and its impact on your caree:	Strong		2	 _	 -	56_	7 Strongly
1.	Single officers werk the same number of	Disagi	ee	_		certain		Agree
	hours as married personnel). ⊙	(3	3	0 (9 0	0
2.	Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in support of spouse co-location). o	(3	3	0 (©	©
	Marital status should be taken into consideration in the assignment process). 0	(3	3	o (9 0	0
	I believe there is a disparity in entitlements/allowances between married and single personnel	1	(3	③	o (9 6	0
	and too little for issues concerned with the single efficer, such as recreation/entertainment	((<u> </u>	3	o (9 ©	Ō

(3)

I. CAREER ATTITUDES

Career Intention: The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you
are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful
reference points. Check the response which most closely represents your current level of commitment.

How certain are you that you will continue an active Navy career at least until you are eligible for retirement? (2934)

- 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
- O 90.0-99.8% I am almost certain I will continue my military career if possible.
- 75.0-89.9% I am confident that I will continue my Navy career until I can retire.
- 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
- C 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
- 10.0-24.9% I am confident that I will not continue my Navy career until I can retire.
- © 0.2-9.9% I am almost certain that I will leave the Navy as soon as possible.
- © 0-0 1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

1		2	3	4	5	6	7
·	Strongly Disagree	,		Neither Agree no Disagree	r		Strongly Agree
2. The more I think about it, the more I fee! I made a bad move in entering my career. (29.35)) 0	②	②	Õ	•	0	Ō
3. I am very satisfied with my occupation		②	3	0	⑤	Õ	Ō
4. I talk up the Navy to my friends as a great organization to work for (29.37)	0	2	3	②	(3)	©	0
5. I am fortunate to be located where I am	0 (2	3	•	③	©	0
6. I thoroughly enjoy my career) ①	2	3	④	⑤	©	0
7. I theroughly enjoy my field of work		2	3	②	(3)	⑥	0
8. I am proud to tell others that I am part of the Navy(29.4.1		2	3	ු	(3)	©	0
9. I theroughly enjoy my location		@	3	•	•	©	0
10. I take great pride in my career		@	3	©	①	€	0
11. I would feel happier with a different occupation	0	@	3	0	⑤	€	0
12. I am extremely glad that I chose the Navy to work for, over other				_		_	_
organizations I was considering at the time I joined		2	3	②	0	©	Õ
13. I am very satisfied with my present location		0	②	0	⑤	©	Õ
14. I feel very good about my career		②	3	0	(9)	0	Õ
15. I definitely feel that I am in the right field of work		②	③	0	⑤	©	0
16. For me this is the best of all possible organizations for which to work (29.49		②	③	©	⑤	© O	0
17. I would be more satisfied in a different location		②	3	0	©	©	0
18. I definitely feel that I am in the wrong career		②	3	©	©	0	0
19. I am very serry I chees my eccupation		0	<u> </u>	0	©	©	0
20. I take a positive attitude toward myself		0	3	<u> </u>	0	0	0
21. I have a definite plan for my career		0	3	0	©	©	0
22. I have a strategy for achieving my career goals		0	3	0	0	0	0
23. On the whole, I am satisfied with myself		②	③	0	©	©	0
24. Compared to other areas of my life, my chosen career is <u>not</u> very impertant to me (295.7)) 0	<u> </u>	<u> </u>	<u> </u>	<u> </u>	0	0

H. EDUCATIONAL, TRAINING AND PROPESSIONAL DEVELOPMENT

Please indicate your level of agreement to the below items. In evaluating the $\frac{\text{first four items}}{\text{professional schools such as NPGS}}$ or War College.

		1	2	3	4_	5	6	7	8
1	. Mavy school(s) that I completed during my most recent transfer or present assignment were valuable to me in	Strongly Disagree			Neutral			Strongly Agree	NA
	performing my job (mark "8" if none completed) (2897).	0	②	③	0	⑤	6	. ①	•
2	performing my job (mark "8" if none completed) (2897). The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as								j
	S INVESTIGATION OF THE STATE OF	. 0	Ø	~ 0	•	③	©	⑦	0
	I believe that non-technical schools improve my ability to do my jeb	0	2	<u></u> ③	•	③	6	0	®
4	Technical schools will increase my promotion opportunities much more than non-technical service schools		(2)	. ()		⑤	6	Ø	•
	Obtaining one or more surface warfare qualifications will enhance my chances of being selected for command		②	3	o	⑤	6	①	•
6.	I must obtain at least one operational tour FITREP	3. 4.	•• ``		-				
7	command	0	2	3	•	③	⑤	· ⑦	0
	junior officers through several departments during their first sea tour	0	2	3	②	3	<u>.</u> 3	3	•
8.	I have been provided all of the opportunity I need to progress fewerd my squadron professional qualifications	0	2	• 3	•	⑤	6	①	®
9.	i have been encouraged by many of my seniors [CO, XO, department head, etc.] to pursue a graduate education	0	.②	③	•	⑤	6	O	®
10.	Obtaining a postgraduate degree will strengthen my chances for prometion	0	②	3	0	⑤	© ©	0	
11.	I would rather receive a postgraduate degree from a civilian institution than NPGS	0	② ②	· ③	•	⑤	6	②	•
	if I leave my warfare specialty area for any reason. Including attendance at NPGS, my Navy career			*:					·
	will suffer	0	②	3	•	⑤	•	Ø	©
	my <u>Navy</u> career	0	2	3	•	⑤	6	O	©
14.	The development of a subspecialty is important for my career beyond the Navy	0	②	③	©	③	•	Ø	•
15.	More emphasis should be placed on developing an officer's leadership abilities rather than general managerial skills	0	②	9	0	9	©	Ð	©
	Attending one of the war colleges is important for my Navy career	0	ි ②	, O	. @	⑤	©	0	0
17.	High performing efficers (0-5) are being encouraged by seniors to pursue the Material Professional career path(2906)	0	②	9	•	9	©	O	©
18.	High performing efficers (0-4) are being encouraged by seniors to pursue the Material Professional career path(2907)	0	0	•	•	9	6	0	0

19.		ested in remaining in flying billets for th	he remainder of your career, if, by policy you	could not advance beyond CDR?
	(2921) To a small extent	Uncertain	To a great extent	
	_			

xtent			Uncertain			exten
0	②	©	•	© Q-18	•	Ø

J. FITNESS REPORT

1. Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours, starting with your most recent FITREP, include dates of fitness reports that are not available and write in the word "missing." Please circle your position on the Evaluation and Summary rankings. The first three lines are filled in as examples. Omit information which is not relevant or available. Since this is privileged information, you are not required to complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

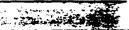
D/	ATE	٠.			Evaluation	on and Su	ımmary (l	blocks 51	& 52)			Early Promot	ion
	ock 13)	Sea/Shore*					EFFE	CALLY CTIVE	ВС	MOTTO	(block 62) RECMD	(block 66) RANKING	(block 65) NUM RECMD
L_'	···	S	1%	5%	10%	30%	50%	50%	30% M/	ARG UNSAT	EARLY	}	}
05	185	1	2	1	1		1			Field Circled	YES	2	of <u>2</u>
111	84	1	1	3		1					NO		of
111		2	Missing	i								l	of
3187 3189	3189.	3191	3193~ 3195	3196- 3198	3199- 3201	3202- 3204	3205 - 3207	3208- 3210	3211- 3213	3192	3214	3215- 3217	3218- of 3220
3221·	3224	3245	3227~ 3229	3230- 3232	3233- 3235	3236- 3238	3239- 3241	3242- 3244	3245- 3247	3226	3248	3249- 3251	3252- 3254
332. 332.	3257- 3458	3297	3261- 3263	3264- 3266	3267- 3269	3270 - 3272	3273- 3275	3276- 3278	3279~ 3281	3260	3282	3283-	3286- of 3288
3289 - 3290	3298	3413	3295~ 3297	3298- 3300	3301- 3303	3304- 3306	3307- 3309	3310- 3312	3313- 3315	3294	3316	3317-	of 3320- 3322
3323· 3524	33%	3377	3329 ~ 3331	3332 - 3334	3335- 3337	3338- 3340	3341- 3343	3344- 3346	3347 - 3349	3328	3350	3351-	3354- of 3356
3357· 335{	3354- 3360	3261	3363 - 3365	3366- 3368	3369- 3371	3372- 3374	3375- 3377	3378- 3380	3381- 3383	3362	3384	3385-	3388- 3390
	3594	3395	3397 - 3399	3400- 3402	3403- 3405	3406- 3408	3409- 3411	3412- 3414	3415- 3417	3396	3418	3419-	of 3422-
3426	1200	3451	3431 - 3433	3434- 3436	3437- 3439	3440- 3442	3443- 3445	3446- 3448	3449- 3451	3430	3452	3453 - 3455	3456- of 3458
3459. 3460	344	343	3465 - 3467	3468- 3470	3471- 3473	3474- 3476	3477- 3479	3480- 3482	3483- 3485	3464	3486	3487- 3489	of 3490- 3492
3494 3494	200	3147	3501	3504	3505- 3507	3508- 3510	3511- 3513	3514- 3516	3517- 3519	3498	3520	3521-	3524- of 3526
3520	35 50	36 31	3533 ~ 3535	3536- 3538			3545- 3547	3548- 3550	3551- 3553	3532	3554	3555-	3558- of - 3560
3% · 3562	3563 3564	35 4.5	3567 - 3569		3573 – 3575	3576- 3578	3579- 3581	3582- 3584	3585 - 3587	3566	3588	3589-	3592- 3594
35% 35%	3517 3578	3571		3604- 3606	3607 - 3609		3613- 3615	3616- 3618	3619- 3621	3600	3622	3623-	3626- 3628

^{*1 =} Sea 2 = Shore

POR	CONTR	ACTOR III	ME COLLY
•	A	- 4	B

Sex: O Male

O Female



O 0-5

0-60-7

Rank: 0 0-1

O 0-2

0 0-3

K. COMMENTS

If you would like to comment on any aspect of your Navy career as it affects your desire to continue as a naval officer, please use this space. NOTE: Written comments may be used to support statistical summaries of data, but your comments will be used only if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK VALLEAD VALID	ASSISTANCE WITH THIS OURSTIONNAIRE	
I MANK VIII I MIN VIII IN	ASSISTANCE WITH THIS DIESTERMMARKE	

Avistor type: O Pilot

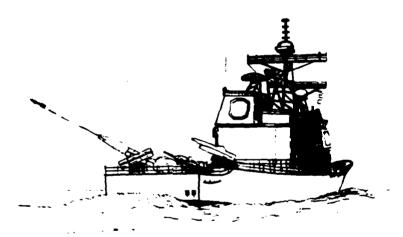
O NFO

C	0-4					
				•		
NOTE: Wo	ould you like t	o receive feed!	oack on the g	eneral finding	gs of this que	stionnaire?
	O YES	O NO				
If yes.	please provide na	ame and SSN.				
	Name:				_	

APPENDIX R SURFACE WARFARE OFFICER CAREER QUESTIONNAIRE

SURFACE WARFARE OFFICER CAREER QUESTIONNAIRE







NAVY PERSONNEL RESEARCH and DEVELOPMENT CENTER

San Diego, California 92152-6800



OFFICER CAREER QUESTIONNAIRE

MARKING INSTRUCTOR USE NO. 2 PENCIL ONLY · Use a No. 2 black lead pencil only. · Read each question carefully. Make a HEAVY BLACK MARK that FILLS THE CIRCLE representing your answer. · Please do not make stray marks of any kind. INCORRECT MARKS: CORRECT MARK: **Ø Ø Ø** 0 0 0

USE NO. 2 PENCIL ONLY

THINKY ACT WITEE

Under the authority of 5 USC 301, information regarding your background, attitudes, experiences, and future intentions in the Navy is sted to provide aput to a series of studies on officer career sees and retardion. The information provided by you will not ecome part of your official record, nor will it be used to make deci-lons about you which will affect your career in any way. It will be see by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

1. Social Security No.: (1 - 9)

> **Print your Social** Security No. in the boxes provided Then fill in the appropriate bubble below each number.

		•		•				
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
@	0	0	0	0	0	0	0	@
0	③	0	0	3	0	0	9	③
0	0	0	0	0	0	0	0	0
(0	3	6	⑤	0	3	0	0
0	0	6	0	0	0	0	0	0
0	Ø	0	0	0	0	0	0	0
0	0	0	0	0	Ò	0	0	0
0	0	0	0	0	Õ	0	0	0

2. Current designator: (2020 - 2023)

1			
0	0	0	0
	0	0	0
	@	2	0
	0	3	9
	0	0	0
ľ	0	③	9
	0	0	0
!	0	0	0
	0	0	0
	0	0	0
	9	ဖ	W

3.	Grade:

(2032)

0 0-1

O 0-2

O 0-3

0 04

4. Sex:

(2033)

O Male

O Female

O 0-5

0 0-6

O 0-7

5.	Family status
	(2024)

(2034)

O Single O Single parent O Married, with child:

O Separated/Divorga

O Married, without children

O Other

6. Date questionnaire completed:

(2049)

O May 86

O Aug 86

O June 86

O Sept 86

O July 86

O 0ct 86

7. Year awarded warfare device.

(2051 - 2052)

O 86

O 76-77

O 84-85

O 74-75 O 72-73

0 82-83 O 80-81

O Before 1972

O 78-79

O Not applicable

8. Please indicate whether or not you have obtained each of the following qualifications.

•	YES	NG
a. Division Officer (20 b) Department Head (20	99)C	υo
c. 000	PT CO	00
e. Weapons Control (20	52 53 5	00
· 注:Eristiator/TAD (20	54 D	00
g. XO Afloat (LCDR and above) . (20	6570	00
i. Surface Ship Command. (20 i. Surface Nuclear Power (20	67 _C	00
7 Other (20	685	Ŏ

B. INFURMATION USE

In reference to your <u>present assignment</u>, evaluate each of the following 14 sources of information according to how much you use them, how accurate, honest, and available they are in providing you with career planning information and guidance, and how much influence each source exerts on your career decisions. Respond using the scale below.

Applicable
白菱
0
0
Moderate
0
0
9 5 5

MFORMATION SOURCE		JSN	ACCURACY	HOMESTY	AVAILABILITY	INFLUENCE
a. CO/ISIC	00	0,000000	<u> </u>	<u> </u>	00000000	0000000
SO DE LE LE LE LE LE LE LE LE LE LE LE LE LE	AD XX		000000000000000000000000000000000000000			
c. Department Head	<u> </u>	000000	0000000		0000000	
C. Other Select Smeartment	900	00000000	0000000			
e. Senior officers outside my community	- <u>0</u>	(2076) . 0000000	(2095) O O O O O O O O		00000000	0.000000000
Participation of the second		0000		000(3)(5)	(2)36)	(2153)
9. Detailors	@	(2078) (2000) (2000) (3000)	O O O O O O O O O O O O O O O O O O O	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
A. Therese	2	2000	0000	(2118)	(2137) E	(2) 563
I. "URL Officer Career Planning Handbook"	Θ Θ :::	900000000000000000000000000000000000000		0000000	9 099990	9999999
Address	00000	000000	660000			Viete
k. "Officer Billet Summary".	<u>0</u> 0	0.0000 0.0000 0.00000	0000000 0000000	<u> </u>		9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9
L. Wash Things of the state of	PP 11.24.					(p) (p)
m. Public media	<u> </u>	0 0 0 0 0 0 0 0 0 0 0 0		00000000	0 00000000	0000000
		90000 P				(1017)
ny commany	,	(2086)	(2105)	(2124)	(2143)	(2162)

١.	My	present tour	ls :

(2177)

O Sea

O Shore

2. When did you detach frau your last sesignment?

(2178)

- O Less than 1 month ago.
- O 1 month, but less than 3 months ago.
- O 3 months, but less than 6 months ago.
- O 6 months, but less than 9 months ago.
- O 9 months, but less than 1 year ago.
- O 1 year or more ago.
- O No reassignment.

3. My PRD is:

(2179)

- O Less than 1 month from now.
- O 1 month, but less than 3 months from now.
- O 3 months, but less than 6 months from now.
- O 6 months, but less than 9 months from now.
- O 9 months, but less than 1 year from now.
- O 1 year or more from now.
- O Don't know.

4. What is your evaluation of the following aspects of your present job and related duties? Mark one response for each item.

	_1	2	3	4	5	6	7
	Very Negative			Neutral			Very Positive
a. Challenge (21,82)	0	@	3	•	©	0	0
b. Separation from family/friends (2183)	0	②	9	•	•	•	O i
c. Use of skills & abilities (2184)	0	②	3	•	(3)	©	0
d. Working environment (21.85)	0	②	3	•	©	•	O
e. Hours of work required (21.86)	0	②	③	•	⑤	©	0
f. Work pressure	0	@	•	•	⑤	•	Ø
g. Interesting duties (2188)	0	②	③	•	②	©	0
h. Ability to plan and schedule activities. (2189)	0	•	•	Ø	G	•	O
i. Adventure (2190)	0	②	③	•	③	6	Õ
j. Sense of accomplishment (2191)	0	②	9	@	•	•	Ø
k. Opportunity to grow professionally (2192)	0	2	3	•	(3)	•	0
l. Doing something important (2193)	0	<u> </u>			<u> </u>	<u> </u>	<u> </u>

5. Overall, how do you evaluate this tour in terms of:

	Highly Unfavor- able	Unfavor- able	Neutral	Favorable	Highly Favorable	Not Applicable
a. Ship/Command (21.9.4)	0	0	0	0	0	0
b. Type duties	0	0	0	0	0	0
c. Relationship with CO (2199)	0	0	0	0	0	0
d. Superiors (2195):	4-0	0	0 -	. 0	0	
e. Immediate subordinates (2197)	Ó	Ó	ĺ Ó '	Ó	0	0
1. Wardroom/peers (21,98)	0	Ó	Ó	Ô	Ó	0

a Location (2255) © ③ ③ ④ ④ ④ ④ Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø					reference (·					53)	(22
(2254) ① Put down choices I personally wanted, regardless of how they might affect my Navy career. ② Put down primarily what I wanted, but tempered them a little with what I thought would help my Navy care? ② Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and received them a little with what I thought would help my Navy career, but tempered with my personal desires. ② Put down choices which I thought would help my Navy career even though they weren't personally desire. ③ Did not complete one. 3. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card: \[\begin{array}{c ccccccccccccccccccccccccccccccccccc			e PRD	r before						• • • •		_
3. Assess the acceptability of your current assignment in comparison with what was expressed an your preference card: 1	t eres ts are a	nd my inte ires.	ip my N nents ar nail des	uld hel; squirem person	ought wo se Navy n with my	rith what I th to have, becau but tempered	em a little w uld want me t avy career, i	regardless of tempered the the Navy wo d help my N	ly wanted, anted, but ed, and I fell ought woul	s I personally ily what I wa which I wante s which I tho	54) It down choice It down primar It down choices It down choice	(22 ① F ② F ③ P ④ F
1	DIC.	00311201	Suriarry	ii t pers	ncy were	or anough t	uvy 04.001 0	a norp my to				
A. Location (2255)			<u>.</u>	•				<u>. </u>		of your curre	the acceptability	Assess
a. Location (2255) © ③ ③ ④ ⑤ ⑤ ⑥ Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø Ø	8 Preferen		5	6			3					
b. Type Billet . (2256)	Card N Sent	Good	_	_	_		•		Poor	255		
4. During my most recent transfer. I was pramised one type of duty or duty station location; however, it was changed in the orders I received before I transferrad. (2258) No Yes No previous reassignment 5. With respect to your most recent transfer, did your detailer inform you that orders were being forwarded, but they were not received in a timely tashion? (2259) No Yes No previous reassignment 6. Have you submitted a new preference card during your current assignment? (2260) No Yes 7. When did you begin the following activities in regard to your last reassignment? [Use the following scale to respond to it is a significant of the following scale to respond t	⊙											
4. During my most recent transfer, I was premised one type of duty or duty station location; however, it was changed in the orders I received before I transferred. (2258) No No Yes No previous reassignment 5. With respect to your most recent transfer, did your detailer inform you that orders were being forwarded, but they were not received in a timely fashion? (2259) No Yes No previous reassignment 6. Have you submitted a new preference card during your current assignment? (2260) No Yes 7. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to it. Systematically throughout my tour More than 14 months before my PRD 3. 11 to 14 months before my PRD 4. 7 to 10 months before my PRD 8. Not applicable a. Contacting your detailer. (2261) 3. 3. 4. 5. 0. 5.	©											
No Yes No previous reassignment 6. Have you submitted a new preference card during your current assignment? (2260) No Yes 7. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to it 1. Systematically throughout my tour 2. More than 14 months before my PRD 3. 11 to 14 months before my PRD 4. 7 to 10 months before my PRD 8. Not applicable a. Contacting your detailer							iorai you wax				ed, but they wer	forward
(2260) No Yes 7. When did you begin the fellowing activities in regard to your last resssignment? (Use the fellowing scale to respond to it 1. Systematically throughout my tour 2. More than 14 months before my PRD 3. 11 to 14 months before my PRD 4. 7 to 10 months before my PRD 5. 3 to 6 months before my PRD 6. Within 3 months before my PRD 7. I didn't do this 8. Not applicable a. Contacting your detailer						signment	evious reass	O No pre		O Yes	•	-
1. Systematically throughout my tour 2. More than 14 months before my PRD 3. 11 to 14 months before my PRD 4. 7 to 10 months before my PRD a. Contacting your detailer						•		n vour curren	card during	w nreference		
2. More than 14 months before my PRD 3. 11 to 14 months before my PRD 4. 7 to 10 months before my PRD a. Contacting your detailer							n assignment			•		_
	ims a throu	nd to Item	te respe	; scale t	: follow ing		•	gard to your (·	○ Yes		O N
b. Specifically seeking the advice of a senior efficer (2262) . ① ② ② ② ③ ④ ④	ims a throug	nd to item	D	my PRD	s before (oths before) is	ment? (Use the 3 to 6 month Within 3 mon I didn't do th	last reessigns 5. : 6. \ 7.	Jr	ivities in re nout my too efore my f my PRD	O Yes fellowing active cally through 14 months be onths before	d you begin the 1. Systematic 2. More than 3. 11 to 14 mo	O N
c. Specifically easing the educe of a pear. (2263) 6 6 6 6 6	•	•	D PRD 3	my PRD re my P	s before a oths before is le	ment? (Use the 3 to 6 month Within 3 mod I didn't do th Not applicab		ur PRD	ivities in re nout my tou lefore my f my PRD my PRD	Yes fellowing active cally through 14 months be onths before in this before in	d you begin the 1. Systematic 2. More than 3. 11 to 14 mo 4. 7 to 10 moi acting your det	Nwhen d
c. Specifically seeking the advice of a peer	•	©	O PRD S	my PRD re my P @ @	s before a oths before is le	ment? (Use the 3 to 6 month Within 3 mon I didn't do th Not application	1est reessigns 5. (6. \ 7. (8. (2261)	PRD	ivities in re nout my to before my f my PRD my PRD	Yes fellowing active ally through 14 months before an ailer.	d you begin the 1. Systematic 2. More than 3. 11 to 14 mo 4. 7 to 10 mon acting your deta	NWhen d
e. Considering choices of location	•	0 0 0	(S)	my PRD re my P ② ②	s before a aths before is le	ment? (Use the 3 to 6 month Within 3 mon I didn't do th Not applicate 	5. ; 6. \ 7. 8. (2261) (2262)	officer	ivities in re- nout my too before my formy PRD my PRD my PRD	Yes fellowing active cally through 14 months before nths before n ailer. the advice of the advice of	d you begin the 1. Systematic 2. More than 3. 11 to 14 mo 4. 7 to 10 more acting your determined to the seeking fically seeking	NWhen aa. Contb. Specc. Spec
f. Considering choices of types of billets	•	0 0 0 0	9 9 9	my PRD re my P	s before a aths before is le	ment? (Use the 3 to 6 month Within 3 month of the Not applicate 1). ① ② ② ② ② ② ② ③ ③ ③ ③ ③ ③ ③ ③ ③ ③ ③ ③ ④ ④ ④ ④	5. (6. \ 7. 8. (2261) (2262) (2263) aily .(2264)	officer	nout my too before my f my PRD my PRD of a senior of a senior of a peer.	fellowing activated by through 14 months before in this before in the advice of the ad	d you begin the 1. Systematic 2. More than 3. 11 to 14 mod 4. 7 to 10 mod acting your detering your detering seeking sing possible dering choices	a. Confib. Specc. Specd. Disc.
g. Considering choices of types of duty	•	00000	0 PRD	my PRD re my P	s before a atthe before is le	ment? (Use the 3 to 6 month Within 3 month do the Not applicate 1). ① ② ② ② ② ② ③ ③ ③ ③ ③ ③ ③ ③ ③ ③ ③ ④ ④ ④ ④	5. (6. \ 6. \ 7. 8. (2261) (2262) (2263) hily .(2265) (2266)	officer	ivities in re- mout my tou perore my fi my PRD my PRD of a senior of a peer. is with my billets.	fellowing activation activated the advice of	d you begin the 1. Systematic 2. More than 3. 11 to 14 mo 4. 7 to 10 moi acting your detifically seeking fically seeking ssing possible dering choices idering choices	a. Confib. Specc. Specd. Disc. Confib. Confic. Confic. Confic. Confic. Confic. Confic. Confib.

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8. What individual(s) did you use to intervene on your behalf to obtain the assignment you was your last reassignment? If you had no previous assignment or used no one to intervene on your behelf. O No previous assignment
O No one (2269) Did Not Use Used Individua Individual O C b. CO/ISIC of the billet I wanted (2271) . . . 0 0 c. A senior officer in my direct chain of command from my previous assignment (2272) . . . 0 0 d. A senior officer from the command of my desired 0 0 e. A senior officer from my command but not in the chain of command of either assignment (2274) . . . 0 0 f A senior officer from outside my community. . . (2275) . . . 0 0 0 0 (2276) 9. Which one of the following statements best describes your experience in obtaining your current assignment? (2277)C Haven't been through reassignment. C Tended to run smoothly - my detailer located an acceptable billet relatively quickly. Tended to run smoothly, but there was a certain amount of uncertainty and discussion. with my detailer along the way. © Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment. © Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received. Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system. 10. How effective do you feel each of the following methods are for interacting with your detailer? Very Very Ineffective So-So **Effective** Ineffective Effective a. Preference Card (2278) . . . 0 0 0 0 0 b. Letter (2279.) . . . 0 0 0 0 0 0 0 0 0 O d. Personal visit (2281) . . . 0 0 0 0 0

0

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0

0

e. Detailer field trip (2282) . .

11. If you have formed an opinion of your current detailer, evaluate your detailer in the below areas. If not, please evaluate your former detailer.

		1	2	3	4	5	6	7	8
		Very Negative			Neutral			Very Positive	Don't Know
	Knowledge of current policy trends (22	283)D	@	③	•	⑤	6	0	©
b.	Knowledge of which billets are		•	•	•		•	•	•
	available (22	284)3	②	③	•	•	•	Ø	0
	Knowledge of requirements and duties of available billets	१ <mark>६५)</mark> ७	@	3	•	⑤	©	①	©
d.	Knowledge of my career development needs	!86) @	②	③	0	©	•	•	②
e.	Knowledge of my personal desires (22)	.87) ⊕	0	3	•	(5)	©	Ō	©
f.	Returns telephone calls	:88 <i>)</i> ტ	②	3	•	③	©	①	©
g.	Shares information	.89 <i>)</i> ①	2	3	•	③	6	①	© (a) (j)
ħ.	Knowledgeable of previous communications. (22)	!90)უ	Ø	③	•	⑤	•	②	€
i.	What (s)he says can be trusted(22	(16)	2	3	•	€	•	\odot	
j.	Looks out for my best interests (22	!92) ©	②	3	•	⑥	©	②	©
k	Listens to my problems, desires.	1							
	needs etc	!93)ე	②	3	•	€	€	0	0
ŧ.	Provides useful career	į.							
	counseling(22	.94) _①	②	3	0	⑤	⑥	0	②
m	Responds to correspondence	95)⊙	②	3	•	⑤	€	0	€
n.	A 15 1 141.	296) _①	0	3	•	⑤	6	Ø	©
Ċ.	Provides useful career counseling	ļ							
	on "tickets to be punched"(22	!97)ე	②	3	•	ூ	©	0	\odot
p	Provides useful career counseling	1							
	on "right contacts" to make (22	98)⊕	②	③	•	⑤	⑥	0	€

12	Which	detailer	did you	evaluate?
16	44 111011	DETOILE:	UIU TUU	EAGINGIE:

(2299)

Current detailer

O Former detailer

13. How many times have you spoken to your current detailer?

(2301)

 $\stackrel{\frown}{\sim}$ 0

02

O 4 O 5 ○ 6○ 7 or more times

14. If you have attended a detailer field trip meeting in the last two years, to what extent:

		1	2	3	4	_ 5	6	7	_ 8
		Very Little			Some			Very Great	No: Attended
a.	Did it provide clarification of assignment policies and practices? (2302)	0	0	o	•	⑤	€	0	©
b.	Did it give you an appreciation of officer career paths and alternatives? (2303)	0	②	9	•	0	•	0	©
С	Did it resolve some assignment problems you had?	0	0	③	0	⑤	©	0	©
đ.	Was it conducted in an open and honest manner?	0	0	9	•	•	•	①	0
€.	Was it a useful and beneficial meeting? (2306)	0	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	0	<u> </u>

r who assigned	③ agreement with th d you to your curr	ent command		se the pro	•	Strongly Agree ①	ering the	statemen	ıts	
your degree of er who assigned	agreement with th	e below stat ent command	ements. Us	se the pro			ering the	statemen	ıts	
r who assigned		ent command	d. 		svided sa	cale in answ	ering the	statemen	rts	
			1	2						
		ا	<u>.</u>		3	4	5	6	7	8
		ĺ	Strongly Disagree	<u> </u>		Neutral			Strongly Agree	Not Assigned
	ed with the way interactions	(2308	3) _©	②	③	•	⑤	©	0	(
			9) _©	②	③	0	©	•	0	0
made a sinc or to explain v	ere effort to mee vhy he/she could	t in't. (23))) _©	0	3	•	©	©	0	©
r located for lild, given the	me the best bille circumstances.	t that (23)	ı) _O	②	3	©	•	©	0	©
er er er	er handled our er tended to ha id not influence made a since or to explain ver located for juid, given the inpointed with the	er handled our interactions. er tended to have a closed mind and influence him/her. er made a sincere effort to mee or to explain why he/she could be located for me the best bille ald, given the circumstances.	er handled our interactions	er handled our interactions	er handled our interactions	er handled our interactions	er handled our interactions	er handled our interactions	er handled our interactions	er handled our interactions

③

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②

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b My detailer attempted to explain why the assignment was made. (2314).

Г	24					- 13 - 13 (2)	<u> </u>	_	10	EC	1016		D)OE	<u>00 71</u>	(Carter)			
	•		• •	•		κ.		C .		EU	1310	M. F	וחי	//C E	SS	***	र १९ मी तर्हा :		A REPORT
1	. How m	any more	year	ș do y	you p	lan t	o rem	ain o	n act	ive du	ty?	•							
	(23:	30 - 2		•	•	•	•	•	•	_									
		00	(3) (3)	<u> </u>	③ ③	®	Ø	®	9 9	(O)	€	•							
		•	•																
2	. Do you		the N	avy v	vants	you	to co	ntinu	e you	r care	er as an a	active di	ity						
	naval of (233														•		•		
		Defini	•						-	n't				Defi	nitely				
		Not	t	G	<u>م</u>		3			ow O	③		•		oes				
		0			9		9			ט	•		©		ን .				
•	1421																		
3.	When you	ou are (o available										Card, do	you h		-				•
	(233	3)				•								Ċ.					
		Definit Do No						1	Some	what				Defin 1.	nitely No				
		•		(2)		3		G	Ð	(5)		®		D .				
		•												4					
4.	Do you f		illets	you t	ave 1	recei	ved r	eflect	ted ye	our ex	perience	and pas	t						
	perform: (233													, ,					
	(433	Definite	ely						.					Defic	nitely				
		Do No	ot É	_			_	•		what	_		_	0	lo				
		0		@)		3		(4)	③		©	Č	Ð				
_																			
5.	What is	your eva	luatio	n of t	he fol	llowi	ng as	pects	of a	Navy	career?								
										Γ	1	2		3	4	5		6	7
											ery								Very
										} `	ative				Neutral				Positive
	a. Cont	tinuity o	f deta	ailers	S				(23	35) (<u> </u>	②		3	@	(3		<u>©</u>	<u> </u>
	b. Assi c. Char	gnment nge of a							(23	30) (יֻּע	0		3	. ②	(3)	©	Ø
		ear inte							(23	37) (D	@		3	•	(§)	© .	. ①

If you were to seek civilian employment, how prepared are you to (2353)	do so?					-
i. Commissary and exchange benefits(2343) ①	<u> </u>	<u> </u>	0	<u> </u>	<u> </u>	7
h. Overseas assignments, unaccompanied (2342) ①	@	3	•	3	®	Ŧ
g. Overseas assignments, accompanied(2341) 🕥	2	3	②	③	⑥	①
f. Shore duty (2340) 🧿 🦈	2	②	④	⑤	•	7
e. Sea duty	@	3	②	(5)	⑥	0
d. Possibility of change of geographic location with assignment changes (2338) ①	@	③	•	· ③	•	•
2-3 year intervals	@	3	•	(3)	© .	7

3)			Neither			
Essentially Unprepared			Prepared nor Unprepared		Essentially Prepared	
O	0	0	3	②	o	0

 Please indicate the relative apportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civillan career if you left the Navy.

Civilian

Navy

	Substantially Better	Much Better	Better	Comparable	Better	Much Better	Substantially Better
a. Interesting and challenging work (237.3).	O O	0	0	0	0	0	O
b. Ability to plan work	l ŏ l	o i	Ŏ	0	Ŏ	l o	0
c. Work hours		0	0	0	0	0	
d. Minimal work stress	0	΄. <mark>Φ</mark>	0		ာဝ	Ö	00
e. Freedom from hassle	0	0	0	0	0	0	
f. Own initiative	0	0	0	0	Õ	0	0
g. Pay and allowances	0	0	0	0	0	0	1 0
h. Health benefits/care (2380).	0	0000	0	00	0	00	000
i. Job security	0	O .	0	l o	0	Q	
j. Family stability	0	0	0	0	0	0	0
k. Desirable place to live (2383) .	0	0	0		0	0	0
1. Desirable co-workers (2384).	0	0	0	0	0.	0	00
m. Recognition	0	0	0		0	0	
n. Responsibility	0 1	0	0	0	0	0	0
o Chance for spouse to develop own]			1			ł
interests		0	0		0	0	
p. Quality of superiors	101	0	0		0	0	0 1
q Retirement program	101	0	0		0		
r Variety of assignments (2390) .	0	Ŏ	Ō	0	0	0	0
s Educational opportunities (2391).	Ö	Ŏ	Ö	0	Ō	0	0
t. Promotional opportunities (2392).	Ō	Ŏ	Ŏ	Ō	Ŏ	0	0
u Social relationships (2393).	l ŏ l	ŏ	Ŏ	l ŏ l	Ŏ	Ò	Ìŏ
v. Amount of crisis management	l ŏ l	ŏ	ŏ	l ŏ l	ŏ	Ιŏ	Ŏ

8. Indicate what your decision was, if one has been made, for the following career options.

I have decided to:	No	Undecided	Yes	
a. Complete SWO PQS b. Request Dept. Head School (2437) c. Request PG School (2419) d. Make the Navy a career (2420) e. Seek a designator change from SWO (2422) f. Complete EOOW Qual. (2438) g. Complete qualification for Command (2439) h. Obtain a proven Subspecialty (2423) i. Request Staff or War College (2425) j. Remain geographically stable (2424) k. Accept a Washington headqtrs staff assignment (2426) l. Prepare for a career outside of the Navy (2428) m. Remain in the Navy beyond eligible retirement date (2429) n. Strive for Command at sea (2427) o. Strive for CAPT (2430) p. Strive for flag rank. (2431) q. Seek a designator change to Material Professional (2432)	000000000000000	00000000000000000	00000000000000000	

9. Please use your personal impressions to rate **EVERY** assignment below on its potential contribution to a SWO coreer (your community and designator).

	[Strongly	Substantially	Moderately		Moderately	Substantially	Strongly	Not
a. SEA ASSIGNMENTS		Negative	Negative	Negative	Neutral	Positive	Positive	Positive	Resistro
1. Department Head (DH)-Weapons. (25.10).	<u>_</u>	0	0	0	0	0	0	0	0
2. DH-Engineering (2511) .						. O.	0	0	0
3. DH-OPS (2512) .		0	0	0	0	0		0	0
4. DH-CRUDES (2513) .				20		0	0	Q	0
5. DH-AMPHIB (25.14) .	<u>ا:</u> نــ	0	0	0	0	0	0	0	0
6. DH-SERVICE (2513)	7.7			A 9 6		. 10°	0 "	70	0
7. XO-CRUDES(25.16).	<u>.</u> l	0	0	0	0	0	0	0	O
8. XO-Non CRUDES (2517) .	7.2						0	0	. 0
9. XO-NRF	<u> </u>	0	0_	0	0	0	0	0	0
10. CO-AE (2519)			18 OPS	20.3			0	0	Q
11. CO-DD (2520) .		0	0	_0_	_0	0	0	0	0
12. Flag Aide (2521)	34.7	. O.	*D		TO T	0	0	0	0
6. SHORE ASSIGNMENTS					J				
1. Shore Support Unit (OIC) (2522) .	I	0	0	0	0	0	0	0	0
2. Flag Aide (2543) .	1	0	10	0	0	0	0	0	0
3. SWOS-Basic Instructor (2523) .	[0	0	0	0	0	0	0	0
4. Naval Academy Instructor (25.44) .	1	0	O	0	0	0	0	0	0
5. NROTC Instructor (25.24) .]	0	0	0	0	0	0	0 /	0
6. OCS Instructor (25.25) .]	0	0	0	0	0	0	0	0
7. Detailer (25.45) .		0	0	0	0	0	0	0	0
8. Washington Tour-OPNAV (2526).	[0	0	0	0	0	0	0	0
9. Washington Tour-NAV SEA (2527) .		0	0	0	0	0	0	0	0
10. Major Shore Staff (2528) .		0	0	0	0	0	0	0	0
11. Recruiting (2546).		0	0	0	0		0	0	0
12. Training Command (Enlisted) (2529) .		0	Q	1 0	0	0	0	0	0
13. Navy PG School Student (25.47) .		0	0	0	0	0	0	0	0
14. Service College (25.30).		0.	0	. 0	0	0	0	0	0
15. Overseas Staff-WESTPAC (25.31) .		0	0	0	0	0	0	0	0
16. Overseas Staff-EUROPG (25.32) .		0	0 1	10	0	0	0	0	0

10. How important are each of the following in determining whether you will remain on active duty after you become eligible to retire after 20 years?

	Not important	2	3 Somewhat Important	4	5 Extremely Important
a. Opportunity for flag rank	0	0	3	0	© _
b. Opportunity for major command (261Q)	0	0	3	0	•
c. Desire to retire as 0-6	0	0	③	•	•
d. Opportunity for rewarding assignments (2612)	0	2	③	•	⑤
e. Enjoyment of naval service	0	2	③	•	⑤
f. Opportunities for civilian employment (2614)	0	2	③	0	©
g. Financial benefits	0	②	0	0	©

11. Please indicate how <u>IMPORTANT</u> each of the following areas are to remaining in the Navy.

	1_	2	3	4	5	6
	Not At All Important	Neutral			Extremely Important	Not Applicable
a. Number of cruise liberty ports (2592) .	0	0	3	•	⑤	6
b. Quality of liberty ports (2593).	0	②	O	0	Ø	•
c. Command duties (2594)	0	0	3	•	③	©
d. Family separation (2595)	0	②	· •	- •	• •	0
e. Retirement benefits (2596).	0	②	0	0	©	6
f. Geographical stability (2597).	0	Ø	· • •	0	⑤	•
g. Basic salary	0	2	3	0	⑤	6
h. Esprit de corps (2599)	0	•	9	0	6	0
i. Recognition for accomplishments (2600).	0	2	3	0	<u> </u>	©
j. Status of the SWO community in the Navy (2608).	0	0	9	0	6	•

12. Now, please indicate how <u>SATISFIED</u> you are with the same areas.

	1		3	4	5	6
	Very Dissatisfied		Neutral		Very Satisfied	Not Applicable
a Number of cruise liberty ports (2618)	0	3	3	0	(9)	€
b. Quality of liberty ports (2619)	1 0	0	②	•	ß	0
c. Command duties	0	0	3	•	(3)	©
d. Family separation (2621)	0	0	3	•	③	0
e. Retirement benefits (2622)	. 0	0	3	•	⑤	©
f. Geographical stability (2623)	0	0	3	0	⑤	•
g. Basic salary	0	2	3	0	(© .
h. Esprit de corps (2625)	0	0	3	•	⑤	©
Recognition for accomplishments (2626)	0	②	3	0	⑤	©
j. Status of the SWO community in the Navy (2634).	0	<u> </u>	0	0	<u> </u>	<u> </u>

	To No Extent	To A Little Extent	To Some Extent	To A Considerable Extent	To A Very Great Exten
13. To what extent do you think about leaving the Navy prior to retirement?	0	0	0	0	0
14. Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy, within the next year? (2636)	0	0	0	0	0
15. If they had to do it ever again, to what extent do you think most of your ax-lievy (new civilian) friends would choose to leave the lievy prior to their retirement?	0	0	0	0	0

	In general, how satisfied do (2640) ••• Very satisfied			DissatisfiedVery dissat	j		
	SatisfiedNeither satisfi	ed nor dissatis	sfied	The state of the s	isileu		
7.	Leeking at a SWO career, for path (biliets, premotions, et (2641 - 2642)	r approximately c.) will be?	hew many year	s frem new de ye	u have a rela t	ively clear idea of wi	hat your career
	 Less than 1 ye 1 to 4 years 5 to 8 years 		9 to 12 yea13 to 16 yea17 to 20 yea	ars .	O More th	an 20 years	
8.	How attractive does the SW	'O career path ap	pear to you?				
	(2643) Very Unattractive			Neutral	•	•	Very Attractive
	0	②	3	•	•	©	0
g .	If notified in advance how v	would an overtou	r of up to six m		by you?		
	Very Negatively ⊙	②	3	Neutral ②	⑤	Very Positively	Don't Know ①
1.	If you are planning to resig job waiting? (2650) • No	n from the Navy	in Yes (or have submit	Not ap tted your letter of Not ap	resignation) d	lo you have a civillad	n
2.	Which of the following best (2654)	describes the ty	ype of job you w	ill have in civilia	n life?		
	O Government O Education O Business		ProfessionsOtherUncertain	al	○ Not app	olicable	
				ER MAN			•

© Other

Using surface warfare as your community, please respond to the below items.

	Coming database training of the commentary, product the commentary of the commentary			- - -	_			
	My community has some programs to help me with my career which are different from	Springe	y £	* 11	2 ncertai	n ¥	9	Strong»
Z.	ther Navy communities such as aviation	0	a	3	0	(3)	•	Agree
•	My community has a higher rate of premotion for conier efficers than the other Hony communities (2717) Fr.	ŏ	•	.0	0	Ö	Ø.	
J.	My community tries to take core of its own in regard to premotions	0	2	3	0	©	0	0
7. E	It is almost essential for me to be appreciately someone senter if I want to advance in the fluxy (2719)	Õ	0	Ö	0	6	_	Ø
Ð.	Officers in communities other than mine get the billets which contribute meet to their Nevy careers (2705)	0	2	3	0	⑤	<u>o</u>	0
D.	My community uses an "old boy" (informel) activerk to keep take an afficers for the best acelyments (2713)	6	©	3	Ø	0		·Ø
7.	It is important to have someone evallable with whom I am comfortable and trust to discuss my career. (2706)	0	②	3	0	3	<u>©</u>	Ø
0.	My senior officers interest with me frequently.	<u>~</u>	Ŏ.	_	_			_
10	I use senior efficers as role medels when I make career decisions	0	②	0	0	③	<u>O</u>	0
10.	I have been connected on how the Hovy's corear system works for members of my community (2709)	0	0	0	0	©	Ö	Ø
11.	I have been counciled about the "right" contacts to make to help further my Navy coreer (2754)	0	2	3	0	3	©	0
16.	I have been counciled on the Hery's corner apportunities exhals of my community (2710)	0	(2)	3	3	©		· @
13.	I have been counseled an the "blind alleys" which might kill my Nevy sereer	0	②	3	3	3	0	0
	· · · · · · · · · · · · · · · · · · ·		•	•	G	9	•	9
	I have been counseled on the "tickets" which have to be punched so that I can reach say coreer goots in the Novy	0	②	③	0	©	•	0
16.	I have had good counsel on the Navy's norms and values for efficers	0	3	3	③	③	©	Ø
17.	I have a close, personal relationship with a considerably more senter efficer who serves as a monter for my career	0	②	3	•	o	0	7
18	I have counseled a more junior officer in career-related matters	0	<u>@</u>	3	Õ	<u>③</u>	Õ	Ø
19.	(2712)	ő	Õ	<u>o</u>	ŏ	Ğ	ŏ	Õ
• • • •	Visibility is very important at this stage in my Navy career	l ō	<u>@</u>	<u>3</u>	Ō	<u>③</u>	<u></u>	Õ
21.	(2721)	Õ	Õ	3	Õ	Ğ	Ŏ	o ′
	The increasing demands being placed on efficers are reaching undesirable propertiens	0	<u>@</u>	<u>3</u>	Õ	<u>③</u>	<u>©</u>	<u>0</u>
	Mary amphasis should be alread an demission the technical competence of division basis	_		•			•	•
	rather than department heads	0	②	3	0	©	•	0
24.	Increased specialization will result in efficers who are less prepared to deal with problems they will face as an XO/CO	0	@	3	•	3	0	Ø
25.	Rotating division efficers should help these efficers become better department heads (2725)	ŏ	Õ	3	ŏ	Õ	Õ	ŏ
	Most officers are technically well prepared. It is the non-technical factors that differentiate		_	_	_	•	•	_
	the good from bad performer	0	@	3	0	3	0	②
27.	No department heed job is better then another in preparing an efficer to be CO (2727)	0	②	3	③	(3)	0	Ø
28 .	Most department heads are technically well prepared; the problem for most efficers is in the transition from technical expert (division efficer) to manager (department head)	0	@	3	•	③	©	0
	the state of the s	<u> </u>	_	_	_	_	<u> </u>	-

- 29. Recent revisions in the SWO career path were introduced to increase an officers' technical competence and experience base, especially at the department head level. Which of the following best summarizes your opinion of these changes?
 (2761)
 - O The SWO career changes are a step in the right direction. We need more emphasis on specialization.
 - The SWO career changes have produced the right balance between a specialist and generalist orientation.
 - O The SWO career changes represent a setback. SWOs should be generalists and not specialists.
- 30. Which of the following best reflects your opinion of how the new SWO career will impact on fleet performance/readiness?

 (2762)
 - O Fleet readiness will be greatly improved.
 - O Fleet readiness will be somewhat improved.
 - O Fleet readiness will not be effected.
 - O Fleet readiness will be somewhat reduced.
 - O Fleet readiness will be greatly reduced.

31. In comparison with other communities, officers in my community make flag rank: (2763)

Very Infrequently		S	At the ame ra	Very Frequently			
0	0	3	0	⑤	©	Ø	

32. Rate the importance of each of the following, within your community, for making flag rank.

	Of No Import- ance	Of Little import- ance	Of Moderate Import- arice	Of Consider able steport- arce	Of Utmos! import- ance
a. High Specialization 5. Generalist (not	(2764)	0	0	0	(9)
overspecialized)	(2765)	0	3	0	•
c. Superb performance	(2766)	0	0	0	③
d. Have right contacts e. Have punched the		0	0	0	0
right tickets	(2768)	0	0	0	0

Married officers are to complete Part A. Married and single officers are to complete Part B.

PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

		2_	_3_	4	5	6	7	8
My spouse's career limits considerably the options available	Strong Disagre	ly		Neutra	_		Strongly Agree	NA
in my career decisions		0	3	0	③	0	0	•
2. At the present time, my career is more important to me than my spouse's career	. 0	@	③	•	⑤	©	0	@
Family separation, because of deployment, makes my Navy career less attractive	. 0	0	0	•	•	©	0	•
4. Family separation, because of in-port working hours, is a problem	. 0	@	3	•	•	•	0	®
5. I feel that my detailer will make an honest effort to co-locate my spouse and me	. 0	0	3	•	•	•	0	0
6. I have cut back on my career involvement in order to meet the needs of my spouse and/or children (2863)	. 0	0	3	•	•	•	©	©
7. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages	. 0	@	3	•	•	•	0	®
 Better support services (e.g., spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples (2865) 	. 0	@	③	•	•	©	⊙	•

9.	How	is your	s youse primarily	employed?	(Choose	best response
----	-----	---------	-------------------	-----------	---------	---------------

(2875 - 2876)

- O Full-time homemaker
- O Secretary/clerical
- O Teacher
- O Professional
- O Engineer
- O Business/finance
- O Navy officer
- O Navy enlisted
- O Other military
- O Other

10	 How involved was your spouse when you made decisions during (completing the Preference Card, for example)? (2881) 	your last r	Vessignmo	at			
	I defer to Equal			decide	NA		
	spouse's wishes Participation ① ② ③ ④	3	©	alone ①	©		
			•		•		
11	 How involved is your spouse when you are making major career as staying in the Navy, choosing a second career, retiring, etc? (2882) 	decisións s					
	I defer to Equal		-	decide alone	NA		
	spouse's wishes Participation ① ② ③ ④ (3	©	aluite T	③		
12	2. How do you think your spouse feels toward your Navy career? (2883) © Completely opposed Moderately suppo						
	 Moderately opposed Completely suppo Neutral 	ortive					
	© Neutral				•		
13	3. Rate the below items with regard to the extent of their impact on	your most	recent PCS	move.			
			To No	To A Little	To Some	To A Consider-	To A Very
			Extent	Extent	Extent	able Extent	Great Extent
	a My spouse's employment	884)	0		0	0	0
	b. Disruptions in children's schooling	やなスノ 886)	00	00	00	00	0
	d Disruptions in social relations	887.)	ŏ	lŏ	ŏ	ŏ	ŏ
	e The moving process itself		Ŏ	0	0	0	Ö
	f. My unavailability to help the family (en route	.000\					
	training, for example)	890)	0	0	0	0	** 0
	g obtaining time care				<u> </u>		
P	PART B. MARRIED AND SINGL Please indicate your degree of agreement with the below			_	tal status		
	and its impact on your career.	_1_	2	3	4	6_	
_	At 1 May 1 Ab 1 Ab 1 Ab 1 Ab 1 Ab 1 Ab 1 Ab 1 A	Strongh Disagre		Uı	ncertain		Strongly Agree
1.	Single officers work the same number of hours as married personnel	Uisayi e	0	3	0 0	0	O
	nouse so mailted possession		•	•		,	
2.	Single officers are unable to obtain assignment to a desired	Ì					
	geographic location, because all available billets have been	1	_	_			_
	filled in support of spouse co-location (2892)	` O	②	•	0 0	•	0
3	Marital status should be taken into consideration in						
٠.	the assignment precess	0	②	3	0	•	•
•		1					
4.	i believe there is a disparity in antitioments/allowances	1 _	_	•	^		•
£	between married and single personnel	0	0	③	0 0	• •	0
J.	too little for issues concerned with						
	the single efficer, such as recreation/entertainment (2895.)	0	@	③	@	•	•
_	Who About America the stands are sense.	}					
5.	The Navy treats its single personnel as fairly as it does its married personnel	10	0	③	0 0	0	Ø
	II was in mailing serversion	1 (9	w		~ U		•

H. EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT

Please indicate your level of agreement to the below items. In evaluating the <u>first four items</u>, consider ASW, CIC, etc. as technical schools and LMET, etc. as non-technical ones. Omit consideration of major professional schools such as NPGS or War College.

		1 2	3	4		6	7	8	7
1.	Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in	Strongly Disagree		Neutral			Strongly Agree	NA	
	performing my jeb (mark "8" if none completed)	0 0	3	•	⑤	•	ି ତ	•	1
2.	The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a naval	(2897)	•				et en		
	officer	① ② (2898)	୍ରହ	0	Ð	€	Ð	•	
3.	i believe that non-technical schools impreve my shifty to do my job	① ② ① ② (2899)	o	•	6	©	Ø	©	
4.	Technical schools will increase my premotion opportunities much more than non-technical service schools	(2899) O © (2900)	 2	0	O	•	• •	•	
5.	An officer must serve as the head of a major department before selection for assignment as an executive efficer		③	©	©	©	O	•	
6.	afloat	^① (2912)	©	•	•	•	0	•	
	reassignment to shore duty and a designator change to 110X	① ② (2915)		0	Ø	0	Ø	Ð	
7.	My ship has a planned program for rotating junior officers through several departments during their first sea tour. (Mark "8" If on shore duty)	©(2901)	③	•	©	©	O	•	
	I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education	(2901) 0 (2908)	9	②	•	•	Ð	•	
	Obtaining a postgraduate degree will strengthen my chances for promotion	① (2902) ① (2902)	3	•	⑤	6	O	•	
	I would rather receive a postgraduate degree from a civilian institution than NPSS	① ② ① ② (2909)	0	•	•	•	Ø	•	
11.	If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer.			②	©	©	O	②	
12.	The development of a subspecialty is important for my Navy career.	①(2903)	0	©	©	0	Ð	0	
13.	The development of a subspecialty is important for my career beyond the Navy	⁰ (2904)		©	©	© ©	0	0	
14.	Mere emphasis should be placed on developing an officer's leadership abilities rather than general	©(2905)	③	•	•		v	;	
15	managerial skills	O (2910)	Ð	•	•	•	0	•	
	Navy career	©(2911)	©	•	9	•	Ø	•	
16.	High performing efficers (0-5) are being encouraged by seniors to pursue the Material Professional career path	· © (2906)	Ð	0	•	•	Ø	. •	
	High performing efficers (0-4) are being encouraged by seniors to pursue the Material Professional career path	© (2907)	9	•	⑤	•	Ø	•	
18.	The assignment of an officer on see duty as a division officer, may be a collaboral duty	0(2916)	Ð	0	Ð	0	Ø	Ð	

1. <u>Career intention</u>: The following item concerns the intensity of your desire to continue your career as a Navy efficer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

How certain are you that you will continue an active Navy career at least until you are eligible for retirement? (2934)

- O 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
- 90.0-99.8% I am <u>almost certain</u> I will continue my military career if possible.
- 75.0-89.9% I am <u>confident</u> that I will continue my Navy career until I can retire.
- 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
- 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
- 10.0-24.9% I am <u>confident</u> that I will not continue my Navy career until I can retire.
- 0.2-9.9% I am <u>almost certain</u> that I will leave the Navy as soon as possible.
- © 0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

	[1	2	3	4	5	6	7
		Strongly Disagree			Neither Agree no Disagree			Strongly Agree
2.	The more I think about it, the more I feel i made a bad move in untering my career (2935.)	0	0	3	•	0	©	0
3.	I am very satisfied with my eccupation	0	②	3	0	③	③	0
4.	I talk up the Navy to my friends as a great organization to work for (2937.)	0	0	3	②	0	©	0
5.	I am fortunate to be located where I am	0	2	3	•	€	⑥	Ø '
6.	I thoroughly enjoy my career	0	0	3	0	0	⑥	0
7.	1 thoroughly enjoy my field of work	0	②	3	•	⑤	⑥	0
8.	I am proud to tell others that I am part of the Navy	0	0	0	0	0	O	0
9.	! thoroughly enjoy my location	0	0	3	0	(9)	•	Ø
10.	I take great pride in my career	0	②	3	©	0	©	0,
11.	I would feel happier with a different accupation	0	②	3	②	(9)	©	0
12.	I am extremely glad that I chose the Navy to work for, over other							,
	organizations i was considering at the time I joined	0	0	3	②	0	0	0
	I am very satisfied with my present location	0	0	3	•	⑤	©	.0
14.	I feel very good about my career	0	0	3	©	0	0	. 0
15.	I definitely feel that I am in the right field of work	0	0	0	0	⑤	©	Ø
16.	For me this is the best of all possible organizations for which to work. $.(2949)$	0	0	3	•	0	0	0
17.	i would be more satisfied in a different location	0	0	③	0	⑥	©	0
18.	I definitely feel that I am in the wrong career	0	0	0	0	O	O	0
19.	I am very serry I chase my eccupation	0	②	0	0	©	©	0,
20.	I take a positive attitude toward myself	0	0	0	Ø	0	0	0
21.	I have a definite plan for my career	0	0	③	0	©	©	· 💿 '
22 .	I have a strategy for achieving my career goels	0	0	3	0	0	O	0
23.	On the whole, I am satisfied with myself	0	0	③	0	❷	©	0
24.	Compared to other areas of my Me, my chosen cureer is not very important to me. (2957.)	0	0	0	0	0	0	0 '

1. Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours, starting with your most recent FITREP. Include dates of fitness reports that are not available and write in the word "missing." Please circle your position on the Evaluation and Summary rankings. The first three lines are filled in as examples. Omit information which is not relevant or available. Since this is privileged information, you are not required to complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

DA	TE	* 0			Evaluatio	n and Su	mmary (b	locks 5 i	& 5 2)			Early Promo	otion
Bic		Sea/Shore*					TYPICALLY BOT		NOTTOM	(block 62) RECMD	(DIOCK 66 RANKING	I NUM REC	
.13	3	×.	15,0	5c	10%	30%	50%	5 0°.	30% M/	ARG UNSAT	EARLY		
051	185	/	2	1	1		1			Field Circled	YES	2	of 2
-11/	84	/	1	3)		/					NO		of
///		2	AKSSING										of
3187 ·	3189·	3191	3193- 3195	3196- 3198	3199- 3201	3202- 3204	3205- 3207	3208- 3210	3211- 3213	3192	3214	3215- 3217	3218- of 3220
3221- 3222	3234 3234	524	32 <u>27-</u> 3229	3230- 3232	3233- 3235	3236- 3238	3239- 3241	3242- 3244	3245- 3247	3226	3248	3249- 3251	of 3252-
	3257- 3258	5257	3261- 3263	3264- 3266			3273- 3275	3276- 3278	3279- 3281	3260	3282	3283- 3285	of 3286-
3299 - 3290	3291 - 3292	3 8 73	3295- 3297	3298- 3300		3304- 3306	3307- 3309	3310- 3312	3313- 3315	3294	3316	3317- 3319	of 3320-
3323- 3324	33&- 33&-	3377	3329- 3331	3332- 3334		3338- 3340	3341- 3343	3344- 3346	3347- 3349	3328	3350	3351 - 3353	of 3354-
3357- 3366	1194	3361		3366- 3368			3375- 3377	3378- 3380	3381- 3383	3362	3384	3385- 3387	of 3388-
3391-		3395		3400- 3402			3409- 3411	3412- 3414	3415- 3417	3396	3418	3419- 3421	of 3422
3425	3427- 3428	3451		3434- 3436		3440- 3442	3443- 3445	3446- 3448	3449- 3451	3430	3452	3453- 3455	of 3456
3459. 3460	34U-	343	3465-	3468- - 5470		3474- 3476	3477- 3479	3480- 3482	3483- 3485	3464	3486	3487- 3489	of 3490-
3494 3494	346 346	3117				3508- 3510	3511- 3513	3514- 3516	3517- 3519	3498	3520	3521- 3523	of 3524
3527-	3537 3530	3531		3536- 3538		3542- 3544	3545- 3547	3548- 3550	3551- 3553	3532	3554	3555- 3557	of 3558
3562	3563 3561	3 565				3576 - 3578	3579- 3581	3582- 3584	3585- 3587	3566	3588	3589- 3591	of 3592
32.8 32.42.	357	3797				3610 - 3612	3613- 3615	3616- 3618	3619- 3621	3600	3622	3623- 3625	of 3626 362

^{*1 =} Sea 2 = Shore

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	and the second s

If you would like to comment on any aspect of your Navy career as it affects your desire to continue as a naval officer, please use this space. NOTE: Written comments may be used to support statistical summaries of data, but your comments will be used only if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.

Rank:	O 0-1 O 0-2 O 0-3 O 0-4	O 0-5 O 0-6 O 0-7			Sex: C) Male) Female (
NOTE:	Would you li	ike to receive feedl	back on the ge	neral findings of	this qu	uestionnaire?
	O YES	O NO				
1	lf yes, please pro	ovide name and SSN.			•	
	Name:					
	SSN:					

APPENDIX S GENERAL URL OFFICER CAREER QUESTIONNAIRE

GENERAL URL OFFICER CAREER QUESTIONNAIRE





NAVY PERSONNEL RESEARCH and DEVELOPMENT CENTER

San Diego, California 92152-6800



OFFICER CAREER QUESTIONNAIRE

MARKING INSTRUCTIONS PRIVACY ACT NOTICE Under the authority of 5 USC 301, information regarding your background, attitudes, experiences, and tuture intentions in the Navy is USE NO. 2 PENCIL ONLY requested to provide input to a series of studies on officer career · Use a No. 2 black lead pencil only. processes and retention. The information provided by you will not Read each question carefully. Make a HEAVY BLACK become part of your official record, nor will it be used to make deci-MARK that FILLS THE CIRCLE representing your answer. sions about you which will affect your career in any way it will be used by the Navy Personnel Research and Development Center for Please do not make stray marks of any kind. statistical purposes only. You are not required to provide this infor-INCORRECT MARKS: CORRECT MARK: mation. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the $\circ \bullet \circ \circ$ questionnaire constitutes acknowledgement of these Privacy Act provisions. USE NO. 2 PENCIL ONLY A. BACKGROUND INFORMATION 1. Social Security No.: 4. Sex: (2033) (1 - 9)0 0 0 0 0 0 0 0 0 Ō 0 0 0 0 0 0 0 0 O Male Print your Social **@** 0 @ 0 2 Security No. in the 0 2 0 2 O Female boxes provided. Then fill in the ap-3 3 **③** 3 9 3 1 3 0 0 0 0 0 0 0 0 0 propriate circle (3) **③** (5) (3) (3) 0 **③** 0 below each number. (3) **6 ③ 6** 0 (6) 5. Family status: (2034) 0 **③** 0 0 0 0 0 0 0 0 0 Ø 0 0 0 **①** 0 0 0 0 0 **(3)** O Single **9** 0 0 0 **③** 0 0 0 **①** O Single parent O Married, without children O Married, with children Separated/Divorced 2. Current designator: O Other (2020 - 2023)0 0 0 0 0 2 2 @ 3 0 3 6. Date questionnaire completed: 0 0 0 (2049)00 (3) (3) O May 86 (3) (3) O June 86 0 0 0 O July 86 0 0 0 O Aug 86 0 0 O Sept 86 O Oct 86 3. Brade: (2032)Did you enter the Navy via the NUPOC program? (2069) 0 0-1 O 0-5

O No

O Yes - Instructor

O Yes - Naval Reactors Engineer

0 0-2

O 0-3

0 04

0 0-6

O 0-7

B. INFORMATION USE

Questy.

で、 一個を記録が、 こそ

In reference to your present assignment, evaluate each of the following 13 sources of information according to how much you use them, how accurate, honest, and available they are in providing you with career planning information and guidance, and how much influence each source exerts on your career decisions. Respond using the scale below.

L	INFORMATION SOURCE	JSJ1	ACCURACY	HOMESTY	AVAILABILITY	INFLUENCE
	a. 00/15tc	<u>စစ်စစ်စိစ်စစ</u>	<u>୭</u> 000000	00000000	<u> </u>	<u> </u>
	6. X6	000000000000000000000000000000000000000		စစ်စုစုံစုစစ		The State of the S
	c. Department Head	00000000	00000000	00000000	00000000	00000000
<u> </u>	d. Sentor efficers in my	5 (2075) THE PERSON OF THE PER	00000000000000000000000000000000000000	A CALLO TO THE		"在"的
	Conject officers article may	(2076)	(2095)	(2114)	(6512)	1010 Park (1010)
	community	0000000000	00000000 0000000	000000000000000000000000000000000000000	000666000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
<u></u>	C. Participation of the Control of t	SE D	STATE OF STA	F		
	9. Detailers	0000000			ම ගම්ම ම ම ම	0000000000
	n. Transfer : Transfer and and and and and and and and and and					
	i. "URL Officer Career Planning Handbook"	(2080) (2080) (2080) (2080)	(503) 00000000	(2118) 00000000	000000000	0.000000000
	Addendam" Addendam"	(2081)	(2100) OCOO	(2119) ©©©©©©©©©	$0 \oplus 0 \oplus 0 \oplus 0 \oplus 0 \oplus 0 \oplus 0 \oplus 0 \oplus 0 \oplus 0 \oplus$	(0157)
		0.000000000000000000000000000000000000		<u>ම ගමර්ග්රම ග</u>	0000000 000	0000000000
	I. Navy Times.	0000000		00000000		
	m. Public media	00000000	000	00000000		00000000
J		(2085)	(2104)	(2123)	(2142)	(2161)

C. PRESENT ASSIGNMENT

	(2181)	O Partially	O Fully
	nen did you detach from	your <u>last</u> assignment?	
	(2178)	44	
	O Less than 1 m		
		ess than 3 months ago	
	O 3 months, but	less than 6 months ag	0.
	O 6 months, but	less than 9 months ag	0.
		less than 1 year ago.	
	O 1 year or more		
	O No reassignme	•	
	•		
3. M y	PRD is:		
	(2179)		

1 month, but less than 3 months from now.
3 months, but less than 6 months from now.
6 months, but less than 9 months from now.
9 months, but less than 1 year from now.

O Less than 1 month from now.

O 1 year or more from now.

O Don't know.

4. What is your evaluation of the following sepects of your present jeb and related duties? Mark one response for each item.

	1	2 3	4	5	6	7	1
	Very Negative		Neutral			Very Positive	١
a. Challenge	0 0	0	0	⑤	©	0	
b. Separation from family/friends	0 . 4		0	6	•	. O	Į
c. Use of skills & abilities (2184)	0 0	3	•	③	©	⑦	•
d. Working environment	0	1	0	③	•	@ ```	
e. Hours of work required	0	0 0	. •	©	©	Ø	١
f. Work pressure	0 7733	•	0	©	•	Ø	•
g. Interesting duties (2188)	0 0	9 9	•	③	©	Ø	
h. Ability to plan and schedule activities. 22189).	0 - 3	D - 0	0	©	•	Ø	I
i. Adventure	0 0	9 9	•	⑤	•	·O	1
j. Sense of accomplishment	0 . 1	• • •	0	•	1	Ø	
k. Opportunity to grow professionally (2192).	0	9	· •	③	•	0	
1. Doing something important	-0-	•	• •	©	•	②	1

5. Overall, how do you evaluate this tour in terms of:

	Unitable Unitable	Untavor- able	Neutral	Favorable	Highly Favorable	Not Applicable
a. The Command	0	0	0	0	0	0
b. Type duties	D	0	*	0	0	0
c. Peers	Ö	0	0	0	0	0
d. Superiors	DY	0	0	0	0	0
e. Immediate subordinates	0	0	0	0	0	0

D. ASSIGNMENT PROCESS

1	l. How many mon did you submit (2253)			your c	urrent a	esignment	7. When did you begin the following activities in regard to your recesignment? (See the following accie to respond to items a through h)	lest
	O 1 to 2 mg	onths	O 9 to	10 m	onths			
	O 3 to 4 mc		0 111	ю 12 п	nonths		1. Systematically throughout my tour 5. 3 to 6 months before	my P
	O 5 to 6 mg	onths	O Moi	re than	a year i	before PRD	2. More than 14 months before my PRD 6. Within 3 months before	re my l
	O 7 to 8 mg	onths	O Nor	ie sub	mitted		3. 11 to 14 months before my PRD 7. I didn't do this	
							4. 7 to 10 months before my PRD 8. Not applicable	
2	2. When I complet (2254)	ted my mos	t recent prefe	rence (eard t:		a. Contacting your detailer ① ② ③ ④ ⑤ ⑥	0
	① Put down how they		personally wa ct my Navy c		regardie	ess of	c. Specifically seeking the (2262)	0
	② Put down		what I wante hought would				advice of a peer	0
	② Put down		•	•	•			
	would wa		ave, because					Ø
	Put down			t woul	d bein s	TN/	e. Considering choices of (2264) location	7
			pered with n				A. Considering thoices of (2265)	0
	Put down		•	• •			Types of billiets	①
	career ev	en though	they weren't	person	ally de	sirable.	g. Considering choices of (2266)	
	O Did not compared to the c	omplete on	e.				types of duty	Ø
							(3. Contacting a placement (2267)	
3	. Assess the acce						officer ① ② ③ ④ ⑤ ⑥ (2268)	Ø
	ison with what	was expres	ised on your (prefere	nce cer	d:		
		<u> </u>			-		8. What individual(s) did you use to intervene on your	
		1 2	3 4	<u>5</u> <u>6</u>		8 Prefer-	behalf to obtain the assignment you wanted during your last reassignment?	
		Very Poor	Neutral		Very Good	ence Card Not Sent	(2269)	
	a. Location.	(2255)@	3 0	⑤ ⑥	0	•	If you had no provious assignment or used no one to intervene	en :
		(2256)@		0 C	_	•	yeur behalf, please	-
	c. Type Activity	(2257)@	0 0	6	0	•		i ge to
							O No one que	estion
								Not U
4	. During my mesi						-	lividua
	duty or duty sta				changed		a. My CO/XO/ISIC (2270)	Ō
	in the orders I r	LOCALAGE DE	iore i transfe	T90.			b. CO/ISIC of the billet I wanted (2271)	0
	(2258)	O V	O 11-				c. A senior officer in my direct chain of	
	O No	O Yes	O NO	previo	us reas	signment	command from my previous assignment (2272)	\sim
							d. A senior officer from the command	0
E	. With respect to		recent transfi	- 414	-		of my desired assignment (2273)	0
13.	detailer inform						e. A senior officer from my command	
	but they were a						but not in the chain of command of	
	tachien?						either assignment (2274)	0
	(2259)						f. A senior officer from outside my	-
	O No	O Yes	O No	pr evi o	us reas	signment	community (2275)	0
							g. Other	0
•	. Have you submi	itted a new	profesens	مناء ايس	iaa wa	r euroaai		
.		(2260)	in era arrea (i	n u qu i	my you	i perioli		
							•	

O No

O Yes

9. Which ene of the following statements best describes your experience in obtaining your surrent assignment? (2277)

Haven't been through reassignment.

① Tended to run smoothly -- my detailer located an acceptable billet relatively quickly.

- Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way.
- Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
- Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received.
- Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.

10. How effective do you feel each of the following methods are for interacting with your detailor?

a. Preference Card (2278) 0 0 0 b. Letter (2279) 0 0 0 0 c. Telephone (2280) 0 0 0 0 d. Personal visit (2281) 0 0 0 0		Very Ineffective	ineffective	So-So	Effective	Very Effective
e. Detailer field trip	b. Letter	00000	00000	00000	00000	00000

11. If you have formed an opinion of your current detailer, evaluate your detailer in the following areas; if not, please evaluate your former detailer.

!		2	3	4	_ 5	6		
·	Very Vegative			Neutral			Very Positive	Don't Know
a. Knowledge of current policy trends (2	283)	2	· ③	•	③	•	•	•
b. Knowledge of which billets are available (2	284)	②	0	3	(•	•	•
c. Knowledge of requirements and duties of	1							
available billets(2		0	3	0	(3)	©	0	(3)
d. Knowledge of my career development needs (2	286)	•	(1)	0	• 🔞	•	①	•
e. Knowledge of my personal desires (2	287)	2	3	•	3	©	•	•
f. Returns telephone calls(2	288)	(1)	•	` Ø	©	•	Ø	•
g. Shares information	289)	②	3	③	③	0	Ø	(
h. Knowledgeable of previous communications (2	290)	•	(3)	(•	. @	0	•
i. What (s)he says can be trusted(2	291)	②	3	②	(3)	•	0	•
j. Looks out for my best interests (2	292)	• •	* · •	· · · • • • • • • • • • • • • • • • • •	•	•	Ø	•
k. Listens to my problems, desires, needs, etc (2	293)	2	3	0	©	0	Ō	Ō
1. Provides useful career counceling (2	294)	•	્રું ⊶ ઉ	4	•	0	Ø	•
m. Responds to correspondence(2	295)	0	· •	Ø	0	0	Ō	Ō
n. Availability	296)	. 1	120	•		•	0	Õ
o. Provides useful career counseling on "tickets to		-	,m s no ente		e-majoret tild			_
be punched"	297)	•	3	0	(3)	0	Ø	•
p. Provides useful career counseling on "right	,							
contacts" to make	298)	•	•	0	6	0	Ø	0

14.	Which detailer did (2299)	,										
	O Current	detailer	01	Former detailer								
3 . (How many times ha (2301)	ıve you spo i	ken to your o	surrent detailer?								
	00	O 2 O 3	O 4 O 5	○ 6 ○ 7 or	more time	s						
	li you have attende what extent	d a detailer	field trip ma	esting in the fact	two years,							
					1_1	2	3	4	5	6	7	8
	a. Did it provide	clarification	on of assig	nment	Very Little			Some			Very Great	No: Atten
	policies and p	oractices?		(2302).	0	②	0	①	3	③	O	0
		ernatives?		(2303).	0	.5				3	0	
	c. Did it resolve had?			(23Q4.) .	0	②	③	o	o	©	Ø	•
	d. Was it conduc		•	(2305)				ووسيرا				136. A. O
	manner? e. Was it a usefu				0	②	3	0	0	©	ල ් ල	0
5 . I	(2307) Strongly	on the detail	ling system		i want.		Strong					
5. 1	(2307)	on the detail	ling system (3)	to find a job that Neutral ②	i want.	©	Strong Agree					
B. 1	(2307) Strongly Disagree	② or degree of	③ agreement v	Neutral ② with the below st	③ atoments. U and.	se the pr	Agrec) [*]	vering the		da	
B. 1	(2307) Strongly Disagree ①	② or degree of	③ agreement v	Neutral ② with the below st	③ atements. U nd.		Agree	sie in ansv		statemen	7 Strongly	No
B. 1	(2307) Strongly Disagree ①	② or degree of who assigned	③ agreement v d you to you	Neutral o with the below at a current commo	③ atoments. U and.	se the pr	Agrec	sie in ansv			7 Strongly	Not
B. 1	Strongly Disagree Please Indicate you about the detailer was favorab detailer handi	② or degree of who assigned by impressed our inte	3 agreement v d you to you sed with the	Neutral	stements. Und.	ee the pr	Agrec	sie in ansv			7 Strongly	Not
B. 1	Strongly Disagree • • • • • • • • • • • • • • • • • •	② If degree of whe assigned by impressed our interest influence of in	agreement vid you to you you to you to you to you to you to you to you to you to you to you to you to you to you to you to you to you to you to you to you you to you you to you you you you you you you you you yo	Neutral o with the below at a current comma	atements. Und.	ee the pr	Agree	Noutral		6	7 Strongly Agree	Not
B. 1	Strongly Disagree Please indicate you about the detailer was favorab detailer handib. My detailer to thus I could in c. My detailer my	② If degree of whe assigned by impressed our interested our interested our interested our influence to degree as since	agreement vid you to you you to you to you to you to you to you to you to you to you to you to you to you to you to you to you to you to you to you to you you to you you to you you you you you you you you you yo	Neutral o with the below at a current comma way my (2308)	stements. Und.	ee the pr	Agree O wided sca	4 Noutral	5	<u> 6 </u>	7 Strongly Agree	Not
6. 1	Strongly Disagree Please indicate you about the detailer was favorab detailer hand! b. My detailer to thus I could in c. My detailer in needs or to man.	or degree of who assigned by impressed our intended to he ot influence added to he occupate the content of the	agreement vid you to you you to you to you you you to you you you you you you you you you yo	Neutral o with the below at a current comma	stements. Und.	ee the pr	Agree	Noutral		6	7 Strongly Agree	Not
6. I	Strongly Disagree Please indicate you about the detailer was favorab detailer handib. My detailer in needs or to med or to meds or	or degree of who assigned by impressed our intended to he ot influence added to he occupate the content of the	agreement vid you to you you to you to you you you to you you you you you you you you you yo	Neutral o with the below at a current comma way my (2308)	stements. Und.	ee the pr	Agree O wided sca	4 Noutral	5	<u> 6 </u>	7 Strongly Agree	Not
6. I	Strongly Disagree The sease indicate you also the detailer with the detailer with the sease of	or degree of who assigned by impress led our interest influence and a since color why accord for a given the color with the co	agreement vid you to you you to you to you you you you you you you you you yo	Neutral o with the below st r current comma way my(2308). o meet my uldn't(2310).	stements. Und.	ee the pr	Agree O wided sca	4 Noutral	_5 	6 0 0	Strongly Agree	Not
6. 1 7. 1	Strongly Disagree The season in the detailer was favorable detailer handing. My detailer maneds or to make the favorable could. I you were disappointed, please	or degree of who assigned by impress led our interested for influence and a since color why accord for in given the mark here —	agreement vid you to you you to you to you you you you you you you you you yo	Neutral o with the below st r current comma way my(2308). o meet my uldn't(2310).	stements. Und.	es the pr	Agree O wided sca	4 Noutral	_5 	6 0 0	Strongly Agree	Not
6. 1 7. 1	Strongly Disagree These indicate you shout the detailer was favorable detailer handle. My detailer meeds or to early the could. The detailer is be/she could. If you were disappointed, please and go on to tom 18.	or degree of who assigned by impress led our interest influence and a since color why sected for a given the mark here —	agreement vid you to you you to you to you to you to you to you to you to you to you to you to you to you to you to you to you you you you you you you you you yo	Neutral o with the below at a current comma way my (2308). comet my uldn't(2310). comet my uldn't(2310). comet my uldn't(2310).	stements. Und.	ee the pr	Agree O wided sca	4 Noutral	_5 	6 0 0	Strongly Agree	Not
7. 1	Strongly Disagree The season in the detailer was favorable detailer handing. My detailer maneds or to make the favorable could. I you were disappointed, please	or degree of who assigned by impress led our intended to he not influence ade a since colain why ocated for a given the mark here—	agreement vid you to you to you to you to you to you to you to you to you to you to you to you a storm of the /she could the /	Neutral o with the below at a current comma way my (2308). comet my uldn't(2310). comet my uldn't(2310). comet my uldn't(2310).	stements. Und.	es the pr	Agree O wided sca	4 Noutral	_5 	6 0 0	Strongly Agree O O To a series and to a ser	Reessign (C)

	•								
18.	. What was the designator of the detailer who assigned you to you (2315)		Rt command	?					
	O 110X (General URL)								
	O 111X (Surface warfare) O Don't	t know							
19.	. The designator of my current detailer is:								
	(2316)								
	O 110X (General URL)	-							
	O 111X (Surface warfare) O Don't	t Know							
20.	As a result of a 1984 policy change, Seneral URLs are new detail command). Previously, SWOs handled this function, for the most ments concerning this policy change.	ing all part. In	1100s (exce dicate your	pt CAPT: lovel of a	and CDR greemen	is who have I with each	been sc of the fel	reened (c lowing s	er tzte-
			1	2	3	4	5	6	7
	The ambiguous nature of the General URL's career pays was the primary problem involved in reassignment, r		Strongly Disagree			Neutral			Strongly Agree
	the fact that SWOs had been detailing our community b. The new system means that General URLs have lost a of the parity they had gained with surface warfare	y	① (231	7)	0	0	3	•	0
	specialists		O (231		•	0	•	•	o '
	whether they are a SWO or a General URL officer d. General URL detailers will be more knowledgeable at career enhancing billets than were their SWO		① (23i	(B	0	•	⑤	©	•
	predecessors		O (232	② 0)	0	0	3	•	Ø
	assignment process than their SWO predecessors f. I will now be able to select from a wider range of bill	 lets	① (232	② 1)	3	0	③	6	0
	than could officers under the old system g. General URL detailers will be more knowledgeable at which billets are necessary for "ticket punching" that	bout	O (232	2	0	©	3	•	0
	were their SWO predecessors		① {232	② 3)	③	0	⑤	6	Ø
	than SWOs to obtain career enhancing billets i. Surface warfare detailers who sit on selection board have less understanding of General URL career patterns.	s will	O (232	•	•	@	•	•	0
	than they did under the old system	out	① (232	© 5)	3	0	•	•	• • • • • • • • • • • • • • • • • • •
•	predecessors	ir	O (232	6)	.0	0	•	•	o
	General URL officer	- 1967 i	① (232	0 1)	0	•	⑤	0	Ø
	improved	the	(232		•	0	•	•	Ø

©

		ON PRO	JUES	5			
How many more years from new do you plan to a active duty? (2330 - 2331)	_	Preference biliets fo	oo Card, de	thould be") o you have a p u would be f	pood idea of	available	
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9	Definitely		Somewha	nt	Definitely	
0 0 0 0 0 0 0 0	● ●	Do Not	Ø	o o	•	Do) ②	
		•			•	, 0	
2. De you feel that the Navy wants you to continue career as an active duty naval officer? (2332				its you have it performance			
	efinitely Does	Definitely Do Not	,	Somewha	ıt	Definitely Do	
Not Know ① ② ③ ② ⑥ ⑥	0	0	②	9 0	6 6		
				 			
5. What is your evaluation of the following aspects	of a Navy career	?					
			-	1 2	3 4		<u>5</u> <u>7</u>
			No.	/ery gative	Neut	tral	Very Positive
a. Continuity of detailers			.(2335)	o 0	3 4	9	0
b. Assignments received			.(2336)	D D	0 0	_	0 0
c. Change of assignments at 2-3 year inte	ervals		.(2337)	D 0	9 0		⑥ ②
d. Possibility of change of geographic loc					9 6		0
e. Overseas assignments, accompanied .			.(2341)	<u> </u>	9 0		© 0
f. Overseas assignments, unaccompanier					9 0		© D O
g. Commissary and exchange benefits			.(2343)	<u> </u>	<u> </u>	<u> </u>	
7. Please indicate the relative opportunity of obtain of obtaining them in a civilian career if you left t	the Mann	llowing characte Civilian	ristics in	the Havy ver	eus your ex	pectations	
						New	
						Navy	
	Substantiall Better		Better	Comparable	Better	Navy Much Better	Substantial Better
a. Interesting and challenging work . (23	73) 0	Much Better	0	0	0	Much Better	0
b. Ability to plan work	73) O	Much Better	0	0	00	Much Better	0
b. Ability to plan work	73) O 74) O	Much Better	0	000	000	Much Better	0 0 0
b. Ability to plan work	73) O 74) O 75) O	Much Better	0	0000	0000	Much Better	0000
b. Ability to plan work	73) O 74) O 75) O 76) O	Much Better O	0	00000	00000	Much Better O O O O	00000
b. Ability to plan work	73) O 74) O 75) O 76) O	Much Better O O O O O O O	0 0 0	000000	000000	Much Better	
b. Ability to plan work	73) O 74) O 75) O 76) O 77) O 79) O	Much Better O O O O O O O O O O O O O O O O O O O	0 0 0	0000000	0000000	Much Better	
b. Ability to plan work	73) O 74) O 75) O 76) O 77) O 78) O 80) SO	Much Better O O O O O O O O O O O O O O O O O O O	0 0 0 10	00000000	00000000	Much Better	
b. Ability to plan work	73) O 74) O 75) O 76) O 77) O 78) O 80) O 81) O	Much Better O O O O O O O O O O O O O O O O O O O	0 0 0	0000000	000000000	Much Better O O O O O O O O O O O O O O O O O O O	
b. Ability to plan work	73) O 74) O 75) O 76) O 77) O 78) O 80) O 81) O 83) O	Much Better O O O O O O O O O O O O O O O O O O O		000000000000	00000000	Much Better O O O O O O O O O O O O O O O O O O O	
b. Ablilty to plan work	73) O 74) O 75) O 76) O 77) O 78) O 80) O 81) O 82) O 83) O	Much Better O O O O O O O O O O O O O O O O O O O		0000000000	000000000000	Much Better O O O O O O O O O O O O O O O O O O O	
b. Ability to plan work	73) O 74) O 75) O 77) O 77) O 78) O 80) O 81) O 82) O 83) O 84) O	Much Better O O O O O O O O O O O O O O O O O O O		00000000000000	000000000000000000000000000000000000000	Much Better O O O O O O O O O O O O O O O O O O O	00000000000000
b. Ability to plan work	73) O 74) O 75) O 77) O 77) O 78) O 80) O 81) O 82) O 83) O 84) O	Much Better O O O O O O O O O O O O O O O O O O O		000000000000	000000000000000000000000000000000000000	Much Better O O O O O O O O O O O O O O O O O O O	00000
b. Ability to plan work c. Work hours d. Minimal work stress e. Freedom from hassle f. Own initiative g. Pay and allowances i. Job security j. Family stability k. Desirable place to live 1. Desirable co-workers 23 m. Recognition 23 c. Chance for spouse to develop own	73) O 74) O 75) O 76) O 77) O 79) O 80) O 81) O 83) O 83) O 85) O	Much Better O O O O O O O O O O O O O O O O O O O		00000000000000	000000000000000000000000000000000000000	Much Better O O O O O O O O O O O O O O O O O O O	000000000000000000000000000000000000000
b. Ablilty to plan work	73) O 74) O 75) O 77) O 77) O 80) O 81) O 83) O 83) O 85) O	Much Better O O O O O O O O O O O O O O O O O O O		000000000000000000000000000000000000000	000000000000000000000000000000000000000	Much Better O O O O O O O O O O O O O O O O O O O	000000000000000000000000000000000000000
b. Ablity to plan work	73) O 74) O 75) O 77) O 78) O 80) O 81) O 83) O 83) O 83) O 84) O 85) O	Much Better O O O O O O O O O O O O O O O O O O O		000000000000000000000000000000000000000	000000000000000000000000000000000000000	Much Better O O O O O O O O O O O O O O O O O O O	000000000000000000000000000000000000000
b. Ablilty to plan work c. Work hours d. Minimal work stress e. Freedom from hassle f. Own initiative g. Pay and allowances h. Health benefits/care i. Job security j. Family stability k. Desirable place to live. 1. Desirable co-workers m. Recognition 2.3 n. Responsibility c. Chance for spouse to develop own interests g. Retirement program. 23 q. Retirement program. 23	73) O 74) O 75) O 77) O 77) O 80) O 81) O 83) O 83) O 84) O 85) O	Much Better OCO OCO OCO OCO OCO OCO OCO OCO OCO OC		000000000000000000000000000000000000000	000000000000000000000000000000000000000	Much Better O O O O O O O O O O O O O O O O O O O	000000000000000000
b. Ablilty to plan work c. Work hours d. Minimal work stress e. Freedom from hassle f. Own initiative g. Pay and allowances i. Job security j. Family stability k. Desirable place to live. 1. Desirable co-workers m. Recognition 23 m. Responsibility c. Chance for spouse to develop own interests g. Retirement program c. Variety of assignments 23 c. Variety of assignments 23 c. Variety of assignments 23 c. Variety of assignments 23 c. Variety of assignments 23 c. Variety of assignments 23 c. Variety of assignments 23 c. Variety of assignments 23 c. Variety of assignments 23 c. Variety of assignments 23 c. Variety of assignments 23 c. Variety of assignments 24 c. Variety of assignments 25 c. Variety of assignments 26 c. Variety of assignments 27 c. Variety of assignments 28 c. Variety of assignments 29 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments 20 c. Variety of assignments	73) O 74) O 75) O 77) O 78) O 80) O 81) O 83) O 85) O 85) O 86) O 87) O 88) O 88) O	Much Better O O O O O O O O O O O O O O O O O O O		000000000000000000000000000000000000000	000000000000000000000000000000000000000	Much Better O O O O O O O O O O O O O O O O O O O	000000000000000000000000000000000000000
b. Ablilty to plan work	73) O 74) O 75) O 77) O 78) O 80) O 81) O 83) O 83) O 83) O 84) O 85) O 88) O 89) O 89) O	Much Better OOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO		000000000000000000000000000000000000000	000000000000000000000000000000000000000	Much Better O O O O O O O O O O O O O O O O O O O	000000000000000000000000000000000000000
b. Ablilty to plan work c. Work hours d. Minimal work stress e. Freedom from hassle f. Own initiative g. Pay and allowances h. Health benefits/care i. Job security j. Family stability k. Desirable place to live 1. Desirable co-workers m. Recognition 23 m. Responsibility o. Chance for spouse to develop own interests g. Quality of superiors q. Retirement program r. Variety of assignments 23 s. Educational opportunities 23 1. Promotional opportunities 23 24 25 26 27 28 29 20 20 21 22 23 24 24 25 26 26 27 28 29 20 20 20 20 20 20 20 20 20 20 20 20 20	73) O 74) O 75) O 77) O 78) O 80) O 81) O 83) O 85) O 85) O 86) O 87) O 88) O 88) O	Much Better O O O O O O O O O O O O O O O O O O O		000000000000000000000000000000000000000	000000000000000000000000000000000000000	Much Better O O O O O O O O O O O O O O O O O O O	000000000000000000000000000000000000000

8. Indicate what your decision was, if one has been made, for the following career options.

I have decided to:	N O	20m0-0m0	Y E S	I have decided to:
a. Obtain a master's degree (2418	3)	0	0	j. Prepare for a career outside the Navy(2428)
b. Request PG School (2419	9)	0	0	k. Remain in the Navy beyond
c. Make the Navy a career (242)	0) ^l	0	0	eligible retirement date (2429)
d. Obtain designation as a subspecialist (243)	3)	0	0	I. Strive for CAPT (2430)
e. Remain geographically stable (2424	4)	0	0	m. Strive for flag rank (2431)
f. Obtain a Proven Subspecialty (242)	3)	0	0	n. Seek a designator change
g. Request Staff or War College (2425	5)	0	0	to Material Professional (2432)
h. Accept a Washington head-	٠ (1		o. Follow my spouse's career (2434)
quarters staff position (2426	5) ļ	0	0	p. Strive for XO assignment (2435)
i. Strive for Command (242)	7)	0	0	

- 9. Looking at recent changes in the General URL career path, which of the two options have you selected? (2548)
- O Specialist Track
- O Undecided
- O General Track
- O So senior that new path not relevant

000 0 0

0 0 0

00 0 0

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10. How important are each of the below billets for success in the General Track. Use the following scale:

While the billets have been organized by rank, it is recognized that they could at times be placed under different ranks depending on the size of the activity involved.

8. Don't Know			
7. Very Positive			1
6. Substantially Positive			711
5. Moderately Positive]
4. Neutral			111
3. Moderately Negative		\Box	
2. Substantially Negative		111	111
1. Very Negative			
A. ENS	悉		111
I. Watch Officer, COMSTA	<u>. (2549</u>) XO (3	
?. Watch Officer, NAVFAC	.(2550) tot e	
3. Public Affairs Officer			
I. Admin. Asst./Personnel	. (2552) 10(6	
5. Naval Base Staff	. (2553)106	
3. Division Officer, Training Command .	. (2554),100	
B. LTJG			
i. Instructor, Nuclear Power School	. (2555) xo c	
2. Legal Officer, Training Command	. (2556)100	
3. Watch Officer, NAVFAC	. (2557)100	
I. NAVMECDET Manpower Analyst			
5. Port Services NAV BASE	. (2559) (20	
3. Admin/Personnel Officer	. (2560) 100	COC
2. Student Control Officer, Training Command			
3. Recruiter	. (2562) (00	
C. LT			1717
	(2563),003	000
2. Washington Staff (NMPC, CRUITCOM)			
3. Communications Officer			
I. PG School Student			
5. Division Officer, RTC	-		1-1-1-
5. Major Fleet Staff (COMNAVSURFPAC)			
'. Enlisted Programs Officer, NRD			
	(2570		
	. ,	De	

8. Don't Know									
7. Very Positive								٦	-
6. Substantially Positive									
5. Moderately Positive								۱	ı
4. Neutral								ĺ	1
3. Moderately Negative								ł	İ
2. Substantially Negative]				.	١
1. Very Negative			1					ĺ	
D. COR	3	П	1	i į	l			١	١
1. Joint Staff Assignments	. (25	71	()	0	③	©	0	➂
2. XO, PSA	. (25	72	2)	0	3	0	0	➂
3. Dept Head, Recruiting Area	. (25							
4. CO, Brig	. (25	74	1)	0	➂	0	0	예
5. OIC of MEC as Dept Head Equivalent .	. (25	75	5)	0	3	0	0	➂
6. XO, NRD	. (25	76	5)	0	0	0	0	예
7. Instructor, USNA	. (25	77	۷,	0	3	(6)	0	➂
E. CDR		li l							- 1
1. Washington Staff (NMPC, CRUITCOM)	. (25	78	3)	0	3	0	0	o
2. Major Floot Staff (COMNAVSURFPAC)	. (25	79	7)	0	0	0	0	예
3. XO, Training Command	. (25	8))	0	3	0	0	◑
4. Instructor, Service College	. (25	8	L)	0	3	0	0	o
5. Special Asst, Civil Affairs	. (25	82	2)	0	3	0	0	0
6. XO, NAVSTA									
7. CO, COMSTA	. (25	84	4)	0	3	0	0	➂
8. CO, NRD	. (25	8.	5)	(O	3	0	0	o
F, CAPI		$\prod_{i=1}^{n}$	l						١
	. (25	8	5).	0	3	0	0	o
2. Instructor, Service College	. (25	8	7)	0	0	0	0	٥ĺ
3. Major Fleet Staff (COMNAVSURFPAC)	. (25	88	3)	0	3	0	0	o
4. CO, PSA	. (25	8	9)	0	0	0	0	0
5. CO, Training Command	. (25	59(D)	Ø	0	0	O	d
6. Washington Staff (NMPC, CRUITCOM)		25							
	- '	•	_					_	ىت

11. How important are the following in determining whether you will remain on active duty after you become eligible to retire?

	1	2	3	_4_	5	6
	Not Important		Somewhat Important		Extremely Important	Not Applicat
a. Opportunity for flag rank (2609)	0	2	③	•	⑤	⑥
b. Opportunity for major command				. 0	4	
c. Desire to retire as 0-6	0	②	3	0	⑤	⑥
d. Opportunity for rewarding assignments	12.14				(•
e. Enjoyment of naval service	0	2	3	④	⑤	©
f. Opportunities for civilian employment	· harring					****
g. Financial benefits	0	②	3	•	⑤	©

	To No Extent	To a Little Extent	To Some Extent	Considerable Extent	Very Grea Extent
12. To what extent do you think about leaving the Navy prior to retirement?(2635)	0	0	0	0	0
13. Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy within the next year?	0	0	0	0	0
14. If they had to do it over again, to what extent do you think most of your ex-Navy (now civilian) friends would choose to leave the Navy prior to their retirement?(2637)	0	0	0	0	0_

15. Looking at a General URL Officer career, for approximately how many years from now do you have a relatively clear idea of what your career path (billets, promotions, etc.) will be?

$$(2641 - 2642)$$

No. of years

Please write in the correct number of years in the boxes

provided. Then fill in

the appropriate circle

below each number.

©00 ©00 ©00

16. At the apprepriate point in your career, to what extent would you be interested in the Material Professional career path, which enables CDRs and CAPTs to concentrate exclusively on material acquisition, legistics, material support and maintenance? (2659)

- O Not at all
- O To a great extent
- O To a small extent
- O To a very great extent
- O To some extent
- O I am too senior

17. The impact of the Delense Officer Personnel Management Act (DOPMA) on my assignments will be:

(2660)

Very Positive			Neutral			Very Negative	Don't Know
0	2	3	•	③	•	0	⑧

18. The impact of DOPMA on my <u>promotions</u> will be: (2661)

Very Positive			Neutral			Very Negative	Don't Know
0	②	3	0	3	•	0	•

F. CAREER MANAGEMENT

1. On the scale below, check the statement which most applies to ye	1.	On the	scale below.	check the	statement	which	meet	applies :	to 1	70
---	----	--------	--------------	-----------	-----------	-------	------	-----------	-------------	----

(2702)

- O I am a General URL Officer.
- O I am primarily a General URL Officer and secondarily a Navy officer.
- O I am equal balance of both.
- O I am primarily a Navy officer and secondarily a General URL Officer.
- O I am a Navy officer.

In the following items "my community" refers to 110Xs in general.

		1	2	3	4	5	6	7
2	My community has some programs to help me with my career which are different	Strongly Disagree			Incertai	n		trongly Agree
_	from other Navy communities such as surface warfare	0	②	(3)	•	⑤	6	0
3.	My community tries to take care of its own in regard to president				Ď	6	ŏ	ŏ
	Officers in other communities get the billets which centribute most to their Navy		T					_
	careers	0	0	3	•	⑤	6	Ø
5.	It is important to have someone available with whom I am bendertable and white? All	1077		1				¥
	trust to discuss my career	70	7	•	•	©	(D	* Ø
6.	I have been counseled on the Navy's norms and values for officers (2711)	0	②	③	Õ	<u>o</u>	©	Ō
7.	My community uses an informal network to keep take an officers for the best	***	No.	} ~		_		
	assignments	.0		•	①	⑥	9	0 1
	Officers need a special career counseling system for them	0	2	3	•	(3)	6	0
9.	As a General URL Officer, I have frequently been essigned to billiots that						r	·
	career-oriented officers from other communities would find unacceptable. (272%)	**		4	0	0	•	0
10.	As a junior officer, senior efficers from my community have been (were) very							
	supportive.	0	②	3	•	⑤	•	Ø
11.	My leadership experience is adequately represented in the documentation guidants.							أيند
	for decisions involving my assignment/promotion.	The land			- 4	•	• •	
12.	Performance being equal, my chances of being selected for a career enhancing 1000	1						
	designated billet are equal to a warfare specialist officer	<u> </u>	<u> </u>		⊚	⑤	0	0
	It is clear to me how the flery defines a Tenderably refer	P.DE			.	•		ີ 💇
14.	The billets which General URL efficers are eligible for are some of the Navy's most	İ						- 1
	important jobs	0	②		0	⑤	0	0
	General URL officers are hold in high estace by the rest of the Hovy £27351.3			3	•	•	Ð	0
	General URL officers have a very streng feeling of community (2736)	0	_ _	. <u>o</u>	0	⑤	©	Ø
	Command/Program Management in (use) my aptimum good in the Hury 127373.	TO:		•	0	•	D	Ø
	Leadership assignments extelde of the subspecialty area can be harmful to an 110X	_	_	_	_	_	_	_
	officer's career	0	0	③	0	⑤	0	0
	The new Specialist Track is more appealing to me than the General Track. (2739).	•	•	•	0	0	•	୍ଡା
	I think that General URL efficers in the General Track will have a better chance for	_	_	_	_	_	_	_
	premetion than individuals in the Specialist Track	0		. ③	©	⑤	©	0
	To me, the Specialist Track is more prestigious than the Universit Track(2741). 3	**		(D)	0	•	•	,O
	instead of "up or out", a coreor path should exist that enables a person to remain in							
	the Navy for their entire cereer at the LT, LCDR, or CDR level, as long as they are	_	_	_	_	_	_	_
	performing satisfactority	0_	②	္စ	0	⑤	©	0
73	My senior afficers interest with me frequently		6 D .,.	√ ●	•	•	Ð	O

		1	2	3	4	5	6	7
24	The Navy will not be able to develop viable career paths for many of the	Strongly Disagree		ι	Uncertain			trongly Agree
	subspecialties comprising the Specialty Track		@	3	•	③	6	0
25.	The specification of two curver tracks makes curver progression fees antidguous then		in in		_	_	_	_
26	It was proviously	20	9	Ø 3	@	@	©	0
	Available information on subspecialities helps (helps) one to decide Wilds		<i>ن</i> ت-ٽ		G	•	•	v
	subspecialty I should pursue to advance in my coreer.	*30 *-	D	1	0	③	©	⑦
28.	Available information on subspecialties provides (provided) me with a clear idea on		_	_	_	_	^	^
20	how to obtain a subspecialty	0	. ②	③	•	⑤	•	0
24.	community more connectifies with the workers communities when artifactions are		***	e and				
	considered.	30	•	~ 🛈	(©	•	①
30.	A career path (or paths) for Beneral URLs after CDR command is clear (to be answered	0	@	3	•	©	6	0
31.	by LCDRs through Capt)	- THE .	_	. (9)	•	•	•	O
	answered by CDRs and above)	0	•	ັ	②	⑤	•	②
	Detailers provide useful information on subspecialties	_	2	3	0	③	<u>©</u>	0
	I use senior officers as role models when I make corest decisions	0	1	9	•	©	•	0
٣.	community	0	@	3	•	(3)	6	0
35 .	I have been counseled on the Nevy's career opportunities outside of my	, _, ,	_			_	_	
26	community	0	②	③	•	•	•	0
J 0.	my career goals in the Navy	0	②	3	(⑤	6	0
3 7.	I have been counceled on the "right" contacts to make to help further my Navy		•					
	career	0	@	③	©	©	©	0
	I have been counseled on the "blind alleys" which might kill my Navy career. (2714) I have a close, personal relationship with a considerably more senior officer who	0	②	3	•	③	•	Ø
	serves as a menter for my career	0	2	②	•	⑤	•	①
	I have counseled a more junior officer in career-related matters (2755)		2	3	©	<u>o</u>	6	Ō
41.	I am actively involved in an informal support network within the 110X community		•			•	•	
42.	I am actively involved in a formal professional association or network (2753)	0 0	②	③ ③	0	© ⑤	©	0
7=.			•	•		J	•	_

G. INFORMATION DISSEMINATION

Listed below are statements about the content of the November 1984 policies and others affecting General URLs. For each statement, please indicate whether you believe the item is <u>True</u> or <u>False</u> or are uncertain. The purpose of these items is to determine how well the Navy is disseminating information on its policies.

		True	False	Uncertain
	It is possible for an individual to switch from both the General and Specialist Tracks to the Material Professional Track		0	0
	Individuals in the General Track do not serve in subspecialty biliets(2840) Individuals in the Specialist Track are not considered for commanding	0	0	0
	officer slots	0	0	0
	Track	0	0	0
	Once an officer has been selected to be a proven subspecialist the Navy cannot rescind this decision	0	0	0
0.	An individual must serve in two subspecialty billets in the same area, such as Manpower, Personnel and Training (XXXX), and be selected by a beard, before they are designated as: a subspecialist	0	0	0
7.	I feel that I am knowledgeable about major policy changes that have taken place in the last two years that have affected the General URL community		0	0
	The change that has 110X officers detailing 1100s has been implemented on a trial basis	0	0	0
9.	The Navy has mandated that 75% of the shore LCDR CO and XO 1000 billets be reserved for General URLs, although the specific billets being reserved will not always be			
10.	the same	0	0	0
	tour	0	0	0

11.	For each of the following career milestones, indicate its importance to success as a General URL officer. Use the following scale to
	rate the items

- 1. Important to success in Specialist Track
- 2. Important to success in General Track
- 3. Important to success in both the Specialist and General Tracks
- 4. Unimportant to success in either
- 5. The Navy has not provided enough information for me to respond.

a. Obtaining a master's degree that confers a subspecialty code (2849)	2	3	•	⑤
b. Becoming a proven subspecialist	2	<u> </u>	•	6
c. Screening for XO	2	3	•	(5)
d. Screening for CO	2	3	•	⑤
e. A tour of duty at Washington HQ STAFF (285.3) ①	2	③	•	⑤
f. A tour of duty at a joint command	2	③	©	⑤
g. Serving division officer/department head tours (2855)	2	3	•	⑤
h. Attending Junior or Senior Service College (2856) ①	2	3	• •	③
i. Screening for major command	2	3	•	③

12. Examine the following sources of Information on the General and Specialist Career Tracks.

a.	Select the one source to information on these to	hat has provided you with the best vo tracks: (2858)	þ	. Evaluate th selected or			
	PerspectiveCommunity managerNavy TimesDetailersPeers	 Senior General URL officers Officer networks or associations Other None I have not heard of the career tracks mentioned 		Extremely Helpful	Very Helpful ②	Mildly Helpful ①	Slightly Helpful ④
	Please also answer	12h					

H. CAREER AND MARITAL STATUS

Married officers are to complete Part A. Married and single officers complete Part B.

PART A. MARRIED OFFICERS

③ Neutral

	which relate to	o the fa	amily's i	mpact on y	our caree	er. _I	1	2	3	4	5	6	7	8
							ron	Dly		 Uncertain	_	<u> </u>	Strongly	Not
1.	My spouse's career li available in my caree	imits cons r decision	iderably th	e eptiens · · · · · · · · ·	(3860)		sagi ①	186	3	•	⑤	•	Agree ①	Applica
2.	At the present time, no me than my spous	ny career a's career.	is more imp	pertant	. (2861))	0	②	③	•	⑤	©	0	©
3.	i feel that my detailer to co-locate my spous	will mak and me.	e an honesi	effort	. (2862))	0	0	3	•	③	•	0	•
4.	I have cut back on my in order to meet the r and/or children				. (2863))	0	0	3	•	⑤	0	Ø	•
5.	Counseling should be to help them reduce to career marriages	-	accordated:	with dust	(2864)) ·	0	0	o	•	⑤	•	Ø	•
6.	Better support service information in a new planning and coping provided for transfer	communit	y, and/or h	elp in	(2865))	0	0	3	•	©	•	•	•
7.	A single female General opportunity to succees a married female Gen	d I- 46- N	المحمطة بمبدا		(2868))	0	0	9	•	③	©	Ø	•
8.	My detailer conveys convey) the attitude to the Navy	مشدا مشد	undushia m		(2869)) [_	0	0	9	•	<u> </u>	•	0	
9.	How involved was yo (completing the Prefe	ur spouse rance Car	when you d. for exem	made decisions niai? (2881	during your t	est rees	zig	nment						
	I defer to spouse's wishes			Equal participation	,			I decide alone	Apr	Not plicable				
	0	2	3	•	•	•		Ø		•				
10.	How involved is your in the Navy, choosing				career decision (2882)	ME SUC	h ac	staying						
	l defer to spouse's wishes	,		Equal participation	(2002)			l decide alone	ΑD	Not plicable				
	0	②	③	0	•	•		0	•	•				
11.	How do you think you	ır spouss	feels towar	d your Navy co	1007 (28	83)								
	CompletelyModerately				itely support									

12. Rate the following items with regard to the extent of their impact on your most recent PCS move.

	To No Extent	To a Little Extent	To Some Extent	To a Considerable Extent	To a Very Great Extent
a. My spouse's employment (28.84)	0	0	0	0	0
b. Disruptions in children's schooling (2885)	~, O 3.	- F. O	Q	0 1	1 OF 1
c. My out-of-pocket expenses (28.86)	0	0	0	10	0
d. Disruptions in social relations (2887)	0 1	30	~ 0	0	, D
e. The moving process itself (2888)	0	Ô	Ó	0	0
f. My unavailability to help the family (2889)	. ************************************	1.00 To 1.00		- Car	
f. My unavailability to help the family (2889) (en route training, for example) (2890)	.0	0	Q:	0	. 0
g. Obtaining child care	0	0	0	0	0

13.	How is your	spouse pri	imarily empl	loyed? (Choose	best response)
	4				

(2875 - 2876)

- O Navy officer
- O Navy enlisted
- Other military
- O Engineer
- O Business/finance

- O Teacher
- Other professional
- O Full-time homemaker
- O Secretary/clerical
- O Other

PART B. MARRIED AND SINGLE OFFICERS

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

	1 Strongly Disagree	2	3	4 Uncertain	5	6	7 Strongly Agree
1. Single officers work the same number of hours as married personnel	. 0	0	3	•	⑤	•	Ø
Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in							
support of spouse co-location (2892)	. 0	0	9	•	•	•	0
3. Marital status should be taken into consideration in the assignment process	. 0	②	③	•	⑤	•	O
4. I believe there is a disparity in entitlements/ allowances between married and single personnel. (2894)	0	②	9	•	⑤	•	O
5. There is too much concern for the family, particularly children, and teo little for issues concerned with the single efficer,							
such as recreation/entertainment (2895)	0	②	③	•	©	•	0
6. The Mavy treats its single personnel as fairly as it does its married personnel (2896)	0	②	•	•	•	•	o

I EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT

Please indicate your level of agreement to the following items.

In evaluating the <u>first four items</u>, consider Intell. Analyst, Communications, etc., as technical schools and LMET, etc., as non-technical ones. Omit consideration of major professional schools such

	ones. Omit consideration of major professional schools such as NPGS or War College.	1	2	3	4	5	6	7	8
	•	Strong Disagre		N	eutra	ıl		trongly Agree	N/A
J.	Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (mark "8" If none completed) (289.7)	Disagre	? E	3	①	⑤	(e)	Agree (7)	6
2.	The Navy has provided me with adequate training in the general (managerial)			Ŭ	•		Ŭ	Ŭ	
_	aspects of how to perform as a naval officer	0	@	0	①	⑤	©	Ø	0
	I believe that non-technical schools improve my ability to do my job (2899) Technical schools will increase my prometion opportunities much more than	0	0	3	•	⑤	6	0	®
• • •	nan-tachnical service schools	0	@	3	•	6	6	Ø	®
	Obtaining a postgraduate degree will strengthen my chances for promotion (2902)	0	2	3	•	(3)	6	0	8
	The development of a subspecialty is important for my Navy career	0	_	_		⑤	6	_	®
	The development of a subspecialty is important for my career beyond the Navy (2905) .	0	0	3	•	⑤	6	0	0
	High performing efficers (0-5) are being encouraged by seniors to pursue the Material Professional career path	0	@	3	•	⑤	6	Ø	®
9.	High Performing officers (0-4) are being encouraged by seniors to pursue the Material Professional career path	0	2	3	•	⑤	6	7	®
10.	I can predict with fair accuracy the subspecialties that will help me advance in my Navy career	0	2	3	•	⑤	6	0	®
11.	My primary subspecialty limits opportunity for future career enhancing assignments	0	2	3	•	⑤	6	①	®
12	If I leave my subspecialty area for any length of time, my Navy career will suffer	0	2	3	•	⑤	©	Ø	0
13.	My decisions about postgraduate education in the Navy are/were driven by my desire to develop a basis for my second career after retirement	0	@	3	•	<u> </u>	6	0	0
	I must obtain at least one tour FITREP as a department head before I can screen for XO	0	@	<u>③</u>	•	<u> </u>	6	0	®
	My command has a planned program for rotating junior officers through several departments during their first tour	0	<u>ම</u>	<u> </u>	①	⑤	6	(7)	(a)
16.	It is important for General URL Officers to be evaluated in "leadership roles" early in their career	0	② ②	3	0	٠ (3)	© ©	Ø	®
	THE PERSON AND ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON A	U	v	<u> </u>	•	9	<u> </u>	9_	<u> </u>

17. Listed below are 12 subspecialty education/skill fields. Please indicate the extent to which you believe that each field contributes to an 110X officer's Navy career.

6. Uncertain

	5. To a Very Grea	t Exten	<u> </u>			. I	. I	ļ
	4. To a Great Ext	ent				l i	:	
	3. To Some Exter	it					ıİ	
	2. To a Small Ex	ent					. }	
	1. Not at all		1				.	
						t i		
a.	Intelligence (Joint Intelligence, Naval Technical Intelligence) (2922)	. 0	0	3	 	⑤	6	ĺ
b.	Pol-Mil/Strategic Planning (Europe, International Negotiation) (2923)	. 0	10	③	(3	0	l
C.	Management (Financial, Transportation, Manpower/Personnel/Training Analysis)(2924)	. 0	0	0	0	③	6	l
đ.	Applied Logic (Operations Logistics)		0	3	0	0	0	ĺ
e.	Operations Systems Technology (ASW, C ²)	.10	0	0	0	0	6	1
f.	Naval Systems Engineering (Nuclear Engineering, Electronic Engineering) (2927)	. 0	0	10	0	0	0	l
g.	10000)	. 0	0	0	⊙	0	6	l
ħ.	Communications (Engineering, Systems Technology)		0	0	0	1 3	0	
	Computer Technology (Science, Systems Technology) (2930)			0	0	। ତା	6	ĺ
j.	Operations Analysis (Quantitative Economics, Applied Math) (2931)		0	3	0	0	0	ĺ
k.	Space Systems Operation (Operations, Engineering) (2932)			3	①	0	0	
	Environmental Science (Geophysics, Oceanography, Meteorology) (2933)	. 0	0	3	0	3	0	ĺ
		L			ــــــ	1	(i

J. CAREER ATTITUDES

Coreer intention: The following item concerns the intensity of your decire to continue your coreer as a Novy officer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

How certain are you that you will continue an active Navy career at least until you are eligible for retirement? (2934)

- O 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
- 90.0-99.8% I am almost certain I will continue my military career if possible.
- O 75.0-89.9% I am confident that I will continue my Navy career until I can retire.
- 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
- 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
- O 10.0-24.9% I am confident that I will not continue my Navy career until I can retire.
- O 0.2-9.9% I am <u>almost certain</u> that I will leave the Navy as soon as possible.
- O 0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

			_							
			1.	_1_	_2_	_3	- 4 -	_5_	6_	7_
				trongly			Neither Agree nor			Strongly
				isagree	_	_	Disagree	_	_	Agree
	it, the more I feel I made a bad move in entr			1,000	②	<u> </u>		9	©	
	rith my occupation			وسد		N. Company	·40	1	🛈 '	P. C.
	my friends as a great organization to w		/	<u> </u>			. ⊚	⑤	.	<u> </u>
	ocaled where I sta.	(- AS	. A	79	`∴ ⊙	0	, D	D
6. I theroughly enjoy m	y career	(29)		<u> </u>	②		.	③	0	_ ①
	y fleid of work					30	3	•	•	* •
8. I am proud to tell eth	ers that I am part of the Navy	(294		ႍႍၜႍ	② _	ු ම	0	③	•	©
9. I thoroughly onjoy m	y location.	(29/	-300		•	•	0	0	0	· Ø
10. I take great pride in	my career	(294	43)	_0	0	಄	0	➂	©	0
11. I would feel happier	with a different occupation	(29	44 E			0	0	0	0	Ø
	that I chose the Navy to work for, over (1							
	considering at the time I joined			0	2	③	•	③	©	0
13. I am very satisfied w	rith my present location	(294	46)	. 0	•	9	@	©	•	Ø
14. I feel very good abou	it my career	(294	4 7)	0	@	③	•	⑤	©	Ō
15. I definitely feel that I	am in the right field of work	(29	48)	•	1	0	0	⑤	•	Ø
16. For me this is the be	et et all pessible organizations for which	h to work (294	49)	0	2	3	•	⑤	6	0
17. I would be more salk	sfled in a different location	(29)	50),	Ð	•	0	0	⑤	•	10
18. I definitely feel that I	am in the wrong coreer	(29	51)	Ō	0	0	Ø	(3)	0	Ō
19. I am very serry I die	ise my escupation	(29.	52)	O .	•	.0	0	0	0	0
	ude toward myself				်စ	· ③	Õ	<u>o</u>	<u></u>	Õ
21. I home a definite plac	for my coreer.	(29		i-0		er 😈		Õ	Õ	·ø
22. I have a strategy for	achieving my career neels	(295	55)	വ	0	୕ଊ	Õ	<u>o</u>	©	Õ
21. So the whole I am at	defied with ayeeli.	(29)	56 Y	"Ř	30	്ക്	ŏ	Õ	Õ	ŏ
24. Compared to other area					<u>.</u>	¨	Õ	<u></u>	Õ	õ
			~							

K. FITNESS REPORT

1. Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours, starting with your most recent FITREP. Include dates of fitness reports that are not available and write in the word "missing." Please circle your position on the Evaluation and Summary rankings. The first three lines are filled in as examples. Omit information which is not relevant or available. Since this is privileged information, you are not required to complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

D.	ATE	• =			Evaluation	on and Su	ımmary (I	blocks 51	& 5 2)	— · · · · · · · · · · · · · · · · · · ·	-	Early Promo	otion
	lock 13	Sea/Shore						CALLY CTIVE	ВС	OTTOM	(block 62) RECMD	(block 66) RANKING	(block 65) NUM RECM
	13	Š	15/1	5º.;	10%	30%	50%	50°c	30% M/	ARG UNSAT	EARLY	İ	
05	185	!	2	1	1		1			Field Circled	YES	2	of 2
///	184	/	1	3		/					NO		of
11.	183	2	Account	i									of
3167 3169		3191	3193- 3195	3196- 3198	3199- 3201	3202- 3204	3205- 3207	3208- 3210	3211- 3213	3192	3214	3215- 3217	of 3218- 3220
3221 322		3245	322 <u>7</u> - 3229	3230 - 3232	3233 - 3235	3236- 3238	3239- 3241	3242- 3244	3245- 3247	3226	3248	3249- 3251	of 3252- 3254
3255		3217	3261- 3263	3264- 3266	3267- 3269	3270- 3272	3273- 3275	3276- 3278	3279- 3281	3260	3282	3283- 3285	of 3286- 3288
3290		3 8 13	3295- 3297	3298- 3300	3301- 3303	3304- 3306	3307- 3309	3310- 3312	3313- 3315	3294	3316	3317- 3319	of 3320-
3323 332		3347	3329- 3331	3332- 3334	3335- 3337		3341- 3343	3344- 3346	3347- 3349	3328	3350	3351- 3353	of 3354- 3356
3257	- 3351- 3340	3361	3363- 3365	3366- 3368			3375- 3377	3378- 3380	3381- 3383	3362	3384	3385- 3387	of 3388- 3390
3391· 339			2207				3409- 3411	3412- 3414	3415- 3417	3396	3418	3419- 3421	of 3422-
3425 342	3427- 3424	3451	3431- 3433	3434- 3436			3443- 3445	3446- 3448	3449- 3451	3430	3452	3453- 3455	of 3456-
3459. 3460		363	3465 ~ 3467	2468- 3470	3471- 3473	3474- 3476	3477- 3479	3480- 3482	3483- 3485	3464	3486	3487- 3489	of 3490-
3494	346 346	3147					3511- 3513	3514- 3516	3517- 3519	3498	3520	3521- 3523	of 3524- 3526
3527 3620	3521 3530	화기					3545- 3547	3548- 3550	3551 - 3553	3532	3554	3555- 3557	3558- 01 3560
3562 3562		354 5	2567				3579- 3581	3582- 3584	3585- 3587	3566	3588	3589- 3591	of 3592-
3595 35%	377	3541					3613- 3615	3616- 3618	3619- 3621	3600	3622	3623- 3625	of 3626-

^{*1 =} Sea 2 = Shore

L. COMMENTS

Please use this page if you would like to comment on any aspect of your career or the Navy, such as the policy of having 110X officers serve as detailers for your community instead of SWOS, the General and Specialist tracks, male General URL's, etc. NOTE: Written comments may be used to support statistical summaries of data, but your comments will only be used if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK YOU EOD YOUR	ASSISTANCE WITH THIS DUESTIONNAIRE
IMANG YUKI PUN YUJUK	ASSISTABLE WITH THIS LETS HERMANN

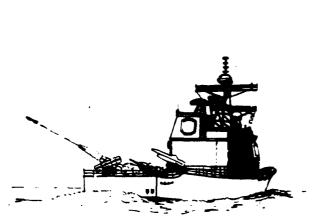
R	ank:	O 0-1 O 0-2 O 0-3	O 0-5 O 0-6 O 0-7		Sex:	O Male O Female
		O 0-4				
						•
						·
						······
OTE:	Wou	ld you like to re	eceive f ee dt	pack on the genera	al findir	ngs of this questionnaire?
		O YES	. 01	NO		
	If yes	s, please provid	de name and	d SSN.		
		Name:				
		SSN:				

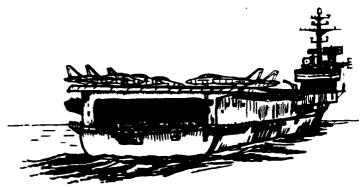


S-7

APPENDIX T WARFARE OFFICER RESIGNATION QUESTIONNAIRE

WARFARE OFFICER RESIGNATION QUESTIONNAIRE







NAVY PERSONNEL RESEARCH and DEVELOPMENT CENTER

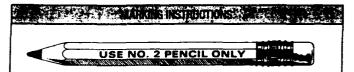
San Diego, California 92152-6800



NCS Mark Roffex* EH-28483-001:321

REPORT CONTROL SYMBOL 1301-01 (OT)

WARFARE OFFICER RESIGNATION QUESTIONNAIRE



- . Read each question carefully. Make a HEAVY BLACK MARK that FILLS THE CIRCLE representing your answer.
- · Please do not make stray marks of any kind.

INCORRECT MARKS

CORRECT MARK



 $\circ \bullet \circ \circ$

Under the authority of 5 USC 301, information regarding your background, attitudes and experiences in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record, nor will it affect you in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire consititutes acknowledgement of these Privacy Act provisions.

PRIVACY ACTINOTICE 28:15

REPRESENTED BY ATE

The following questions pertain to your status at the time you left the Navy as an active duty officer.

1. Social Security Number: (1 - 9)

Print your Social Security No. in the boxes provided. Then fill in the appropriate circle below each number.

0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
②	2	2	②	②	0	②	2	2
3	3	3	3	3	3	3	13	③
0	0	0	•	•	(③	0	•
③	③	⑤	⑤	③	③	3	(3)	⑤
6	6	6	6	0	0	6	0	6
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
9	1	0	စြ	9	0	®	0	9

2. Your rank:

(2032)

- O 0-3
- 0 04
- O 0-5

Designator:

(2020 - 2023)Enter your designator in the boxes provided and mark the appropriate circle in each column.

1		1	
0	0	0	0
	0	0	0
	@	@	2
	ම	0	3
	0	0	0
	3	3	3
	0	0	0
	0	0	0
	③	0	0
	9	9	9

3. How many years were you an active duty officer? (2070 - 2071)

- O Less than 5
- O 5
- \bigcirc 6
- 07
- 0 8

O 9

O 10

O 11-12

- O 13-14 O More than 14

4. Marital status:

- (2034)
- Married
- Civorced
- O Widowed
- O Never Married
- Separated
- 5. Number of children:
 - (2035)0 0
- O^{-1}
- O^{-4}

 \bigcirc 3

- O 2
- O 5 or more

6. Generally speaking, were your fitness reports in the: (3186)

- Top 1%
- O Top 30%
- → Top 5%
- O Top 50%
- O Top 10%
- O Bottom 50%

24.	CAR STANKE		TEV.	MYE		ONSE	(GA)EII	àing:	TURN	OVER	
•	The followi	ng questions	assess your			ng your leaving ac				- <u></u>	<u> </u>
1		active duty ge. (3149	service, it fel)	t like		2. Taking ever to leave the		(3150)		you with yo	ur decisio
	Strongly Disagree ①	Disagree ②	Uncertain ③	Agree ④	Strongly Agree ⑤	Very Dissatisfi ①	Dissati ed ②	sfied Satis Diss	either ified Nor atisfied ③	Satisfied ④	Very Satisfied ⑤
0 (18)		12500					Not at all Important	Somewhat Important	Considerably Important	Very Important	Of Utmos
3	Of all of yo important a	ur experienc I role has yo	es since high ur Navy caree	school, how or played? .		(3153)	0	0	0	0	0
4	. How import at the time	tant was resi you resigne	ignation from 17	the Navy to	you. 	(3154)	0	0	0	0	0
*							300 B	STOR	1		
	Once again,	what you wi		pt in the uti		o leave the Navy. ce and the results	will only be	used to help	better unde	erstand and r	nanage the
1.	. What is you Navy caree		of the followi	ing aspects	of your		Very Negative		3 Neutral	4	5 Very Positive
2.	b. Assign c. Chan d. Chan e. Sea of f. Short g. Comin h. Medin i. Amori j. Liber k. Crisis I. Fellom. Leadn. Work	gnments reage of assignes of geodoly ges of geodoly missary and cal benefits unt of pape ty ports smanagem w Navy officership proving thours and of the ore a do it over a do	ceived Inments at 2- graphic local C	3 year inte tion with a	ssignment cl	hanges (2338) (2339) (2340) (2343) (2344) (2345) (2346) (2347) (2348) (2350)		© © © © © © © © © © © © © © © © © © ©			
Z.	prior to reti	rement? Probably	(2356) Uncertain	ou leave the Probably Would	Definitely	effort to (Def	have you c 2357) initely	ontinue you r Probably	career as an	active duty Definite	officer?
	①	2	3	₩ 0010	Would ③		I N ot ①	Did Not ②	Did ③	Did •	

Why?

how long did you plan to be on active duty? (2646)	, 10.		your civilian ty, or was it ill	lob(s)? That is starting y		some ever
O Until my obligation was up.	- } .		(0)		•	_
O Probably no more than 10 years.			(2655)		To a	.
O Probably no more than 15 years.	- }	Not at all	To a Little	To Some	Consider- able Extent	To a Great Extent
Probably no more than 20 years.	<u></u>	a t a n	Extent ②	Extent ①	able Extent	(E)
 More than 20 years. I really had no firm time period in mind. 		U	Ø	o	•	•
O I really had no firm time period in mind.						,
5. When did you first decide to resign, as opposed to retire from active duty service?	11.	What joi	did you take,	right after i	esving active	duty
(2645)			(2656)			,
O Before I got my warfare device (e.g., wings).	ļ					•
O During my first sea tour.	İ					
O During my first shore tour.	ļ					
O During my second sea tour.	į.					i
O During my second shore tour.	- 1			•		
○ After my second shore tour.	12.		is your approxi uty service? (2656)	mate incom	e your <u>first</u> y	ear out of
6. When you left active duty service, did you join the US Navy	- 1	O Les	s than \$20,00	0		
Reserves?	ł		,000 - \$27,500			
(2648)	- 1		, 501 - \$3 5,000			,
○ Yes	- 1		,001 - \$42,500			
O No			,501 - \$50,000			
O No. but plan to join	1		,001 - \$57,500			i
O Not eligible	1 .		,501 - \$65,000			
		O Mo	re than \$65,00	10		•
7. Are you still in the active reserves, if you joined up? (2649)						
O Yes	13.	What is	your current jo	b ?		
O No	- 1					
○ Not applicable						
8. Prior to submitting your letter of resignation, did you have a civilian job "in hand?"						
(2651)	14.	What is	your approxim	ate <u>current</u>	income?	}
O Yes To	1	O 1 ac	~(2657) s than \$ 20,00	n		•
O NO	- [,000 - \$ 27,500			í
			,501 - \$3 5,000			
O. When you left active duty complex to what downs did you have a	Ì		,001 - \$4 2,500			
When you left active duty service, to what degree did you have a new job lined up? [Please check all the appropriate response: .]	-		.501 - \$ 50,000			1
new jun inen up? (*18868 check all the apprepriate respense: .)	ŧ		,001 - \$57,500			
O I had no idea what I was going to do. (3629)			,501 - \$ 65,000			
 I had sought out relevant information about jobs. (3630) I had decided the type of job and location I wanted. (3631) I had held initial interviews with prospective employers. (3 I had held follow-up interviews with employers interested in me. 	-	O Mo	re than \$65,00			ļ
O A realistic job offer had been made to me. (3634) O I had accepted a job offer. (3635)	536)					l

15. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus obtaining them in your civilian career.

	Civilia	n	_		Navy	
Substantially Bottor	Much Better	Better	Comperable	Better	Much Better	Substantic Bottor
(237.3)	0	0	0	_0	0	0
		1	1 = 1	_	O	. O.
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(2380) 303	4 6 3	L.20 311	TON		ŏ	ŏ
(2381)		10	10	0	İŏ	Ŏ
(2382)			ALC: N	* -0	0	000000000
(2383)	_0	_ 0	0	0	0	0
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<u></u>						
		Not at all	To a Little Extent	To Some Extent		To a Gre Extent
		<u> </u>	<u> </u>		CALEIR	├
72638)						0
. (400)	•••••					
to leave active						
						1 ~
. (46.39)	• • • • •		<u> </u>	0		0
nally led you to leave act	ive duty ser	vice and wh	at impact this	decision ha	is had on you	ir life.
	(237.3) (237.5) (273.6) (237.7) (237.9) (238.1) (238.1) (238.2) (238.3) (238.4) (238.4) (238.8) (238.8) (238.8) (238.8) (239.4)	Substantially Much Better	(2373)	Substantielly Much Better Comparable	Canparable Better Better Comparable Better Canparable Better Canparable Better Canparable Better Canparable C	Substantielly Much Better Comparable Better Much Better (2373) (2375) (2736) (2736) (2377) (2379) (2379) (2380) (2381) (2381) (2382) (2383) (2384) (2384) (2386) (2386) (2387) (2388) (2387) (2388) (2387) (2388) (2394) (23

D. SOCIAL SUPPORT - Regarding the Turnover Decision



These items refer to how supportive those around you were to your decision to resign from active duty.

	Doesn't Apply	Not at all	A Little	Somewhat	Very Much
. How much did each of these people <u>accept your decision</u> to leave active duty?					
a. Your CO	00000	00000	00000	00000	00000
How much did the following people think that leaving active duty was the best decision for you?					
a. You'r CO	00000	00000	00000	00000	00000
How much did each of these people go out of their way to make the transition to civilian life easier for you?					
a. Your CO (3068) b. Other officers you worked with (in general) (3069) c. Your spouse (3070) d. Friends and relatives (3071) e. Your detailer (3072)	00000	00000	00000	00000	00000
How much did these people make an effort to encourage you to reverse your decision to leave active duty?					
a. Your CO	00000	00000	00000	00000	00000

How important was the support you received from each of the following people, while you were making the	Doesn't Apply	Not at all Important	Somewhat Important	Consider- ably Important	Very Important	Of Utmost Importance
decision to submit your letter of resignation? a. Your CO	0	0	0	0	0	0
b. Other officers you worked with (in general). (3079)	0	Ō	Ö	0	0	0
c. Your spouse	0	0	0	0	0	0
d. Friends and relatives (3081)	0	0	0	0	0	0
e. Your detailer	0	0	0	0	0	

ENTRY NAME: HOW MUCH YOU STAND TO GAIN

SECTION: Career Transitions SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses indicating how much officer has to gain from this event.

ITEM(S):

Looking at all the real or anticipated effects of this event (responsibility, money, friends, family time, autonomy, etc.) provide an estimate of how much you stand to gain:

- 1. In your personal life
- 2. For your personal career goals
- 3. For your Navy career
- 4. For your family life

- 1. Very Little To Gain
- 2.
- 3. A Moderate Amount To Gain
- 4.
- 5. A Great Deal To Gain

ITEM	AWO	SWO	GURL	DESIG W	OR GOR	RET	COLUMN TRAN LOCATION
1. Personal 1	life -	_	_	-		_	G4A 3141
2. Career goa	als -	-	-	-		_	G4B 3142
3. Navy care	er -	-	-	-		-	G4C 3143
4. Family list	Ге -	-	-	-		-	G4D 3144

ENTRY NAME: HOW MUCH YOU STAND TO LOSE

SECTION: Career Transitions SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating how much officer stands to lose from this event.

ITEM(S):

Looking at all the real or anticipated effects of this event (responsibility, money, friends, family time, autonomy, etc.) provide an estimate of how much you stand to lose:

- In your personal life
 For your personal career goals
 For your Navy career
 For your family life

- Very Little To Lose
- 2.
- A Moderate Amount To Lose 3.
- 4. 5. A Great Deal To Lose

ENTRY NAME: WHEN I LEFT IT FELT LIKE A BIG CHANGE

SECTION: Career Transitions SECTION ITEM NO.: 012

DEFINITION:

A one-digit code indicating whether leaving active duty service felt like a big change.

ITEM(S):

When I left active duty service, it felt like a big change:

- 1. Strongly Disagree
- 2. Disagree
- 3. Uncertain
- 4. Agree
- 5. Strongly Agree

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Big change	-	_	-	-	B1	B1	-	-	3149

ENTRY NAME: SATISFACTION WITH DECISION TO LEAVE

SECTION: Career Transitions SECTION ITEM NO.: 013

DEFINITION:

A one-digit code indicating how satisfied officer is with decision to leave the Navy.

ITEM(S):

Taking everything into account, how satisfied are you with your decision to leave the Navy?

- 1. Very Dissatisfied
- 2. Dissatisfied
- 3. Neither Satisfied Nor Dissatisfied
- 4. Satisfied
- 5. Very Satisfied

ITEM	AWO	SWO			GOR		i	COLUMN LOCATION
			_	_		-		

ENTRY NAME: HOW EASY TO ADJUST TO JOB AFTER CHANGE

SECTION: Career Transitions SECTION ITEM NO.: 014

DEFINITION:

A one-digit code indicating how easy it was for officer to adjust to job after the change.

ITEM(S):

If you have recently completed a career event (the one marked on page 11), how easy or difficult was it for you to adjust to your job after the change? If you have not yet gone through the career event (on page 11), how easy or difficult do you anticipate it will be for you to adjust to your job after making the change?

- 1. Very difficult
- 2. Difficult
- 3. Uncertain
- 4. Easy
- 5. Very easy

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Adjustment	_	_	-		-			G6	3151
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									!
]
									
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ENTRY NAME: HOW EASY FOR FAMILY TO ADJUST TO CHANGE

SECTION: Career Transitions SECTION ITEM NO.: 015

DEFINITION:

A one-digit response indicating how easy it was for officers' family to adjust after the change.

ITEM(S):

If you have recently completed a career event, how easy or difficult was it for your family to adjust after the change? If you have not yet gone through the career event, how easy or difficult do you anticipate it will be for your family to adjust after making the change?

- 1. Very difficult
- 2. Difficult
- 3. Uncertain
- 4. Easy
- 5. Very easy
- 6. Not applicable

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Family adjust	_	_		_	-	-	_	G7	3152
									!

ENTRY NAME: HOW IMPORTANT A ROLE HAS NAVY CAREER PLAYED

SECTION ITEM NO.: 016 SECTION: Career Transitions

DEFINITION:

A one-digit code indicating how important a role an officers' Navy career has played.

ITEM(S):

Of all of your experiences since high school, how important a role has your Navy career played?

- 1. Not at all Important
- 2. Somewhat Important
- 3. Considerably Important
- Very Important
 Of Utmost Importance

ITEM		AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Important	role	-	-	~	-	В3	В3	~	-	3153
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ENTRY NAME: IMPORTANCE OF RESIGNATION FROM NAVY

SECTION: Career Transitions SECTION ITEM NO.: 017

DEFINITION:

A one-digit code indicating how important resignation from the Navy was to the officer.

ITEM(S):

How important was resignation from the Navy to you at the time you resigned?

- 1. Not at all Important
- 2. Somewhat Important
- 3. Considerably Important
- 4. Very Important
- 5. Of Utmost Importance

TEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Resignation	-	-	-	_	B4	В4	-	_	3154

ENTRY NAME: DIFFICULTY IN ADJUSTING TO CIVILIAN LIFE

SECTION: Career Transitions SECTION ITEM NO.: 018

DEFINITION:

A series of one-digit responses indicating how difficult it was for officer to adjust to civilian life after retiring.

ITEM(S):

How difficult has it been to adjust to civilian life since you retired from the Navy?

Answer for each point in time presented below (N/A=8):

- 1. 6 months after retiring from the Navy.
- 2. 1 year after retiring.
- 3. 1-1/2 years after retiring.
- 4. 2 years after retiring.
- 5. 3 years after retiring.
- 6. 4 years after retiring.
- 7. 5 years after retiring.

- 1. Very Difficult
- 2. Moderately Difficult
- 3. Neutral
- 4. Moderately Enjoyable
- 5. Very Enjoyable

ITEM	AWO	SWO	GURL	DESIG WO	R GOR	RET	TRAN	COLUMN LOCATION
1. 6 months	_	_	_			E1A		3155
2. 1 year	-	-	_		_	E1B	_	3156
3. $1-1/2$ yrs.	-	-	-		_	E1C	-	3157
4. 2 years	-	-	-		-	E1D	-	3158
5. 3 years	-	-	_		_	E1E	-	3159
6. 4 years	-	-	_		_	E1F	-	3160
7. 5 years	-	-	_		-	E1G	-	3161
-								1

ENTRY NAME: QUICKLY DID REQUEST TO RETIRE PROCEED

SECTION: Career Transitions SECTION ITEM NO.: 019

DEFINITION:

A one-digit code indicating how long an officer's request to retire proceeded.

ITEM(S):

If your retirement from the Navy was voluntary, how quickly, from an administrative standpoint, did your request to retire proceed? (Put "8" if your retirement was mandatory.)

- 1. Extremely Quickly
- 2.
- 3.
- 4. Neither Quickly Nor Slowly
- 5. 6.
- 7. Extremely Slowly

ITEM	AWO	 	DESIG	 	 TRAN	į	COLUMN LOCATION
Request to ret			-				

APPENDIX N
MATERIEL PROFESSIONAL

ENTRY NAME: AREA OF CURRENT ASSIGNMENT

SECTION: Materiel Professional SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating the area of officers' current assignment.

ITEM(S):

Your current assignment is in the area of:

- 1. Acquisition
- 2. Logistics
- 3. Planning and Policy
- 4. Fleet Support
- 5. Test and Evaluation
- 6. Research and Development

ITEM		AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Area of	assig.		-	_	I1	-	-	-	_	3163
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ENTRY NAME: PRESENT BILLET CLASSIFIED AS

SECTION: Materiel Professional SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating what an officer's present billet is classified as.

ITEM(S):

What is your present billet classified as?

- 1. It is an MP billet
- 2. Don't know if it is an MP billet or not
- 3. It is not an MP billet

ITEM	OWA	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Present billet	-	-	-	I2	-	-	-	-	3164
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ENTRY NAME: HOW LONG HAVE YOU BEEN IN PRESENT ASSIGNMENT

SECTION: Materiel Professional SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating how long officer has been in present assignment.

ITEM(S):

How long have you been in your present assignment?

- 1. On way to new assignment
- 2. 2 months or less
- $3. \quad 3-4 \text{ months}$
- 4. 5-6 months
- 5. 7-8 months
- 6. 9-10 months
- 7. 11-12 months
- 8. More than a year

len	AWO	SWO			TRAN	COLUMN LOCATION
Length of time						

ENTRY NAME: NEXT ASSIGNMENT IS

SECTION: Materiel Professional SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating what officer's next assignment will be.

ITEM(S):

My next assignment is:

- 1. An MP billet
- 2. Not an MP billet
- 3. Don't know

ITEM	AWO	SWO				i	COLUMN LOCATION
Next assign.							

ENTRY NAME: LEVEL OF AGREEMENT / MP

SECTION: Materiel Professional SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses indicating level of agreement with various items dealing with Materiel Professional path.

ITEM(S):

Please indicate your level of agreement with each of the following items.

- My undergraduate education is directly applicable to my present work
- My graduate education is directly applicable to my present work
- 3. It was my management experience as a warfare officer or (G)URL, that is essential to my present assignment
- 4. I have been able to apply my specific warfare knowledge in my present position
- 5. It is primarily my experience as an MP or related billets experience that is essential to effective MP performancy
- 6. To be most effective, officers should be rotated between MP and non-MP billets
- 7. A technical background (i.e.engineering or science) is essential to being an effective MP officer
- 8. Mastery of technical language is more important than mastery of current technical concepts
- 9. An officer should have a subspecialty before becoming an MP
- 10. I would recommend the MP career path to other officers
- 11. CDR command is essential to performing effectively as an MP

- 1. Strongly Disagree
- 2.
- 3. Not Sure
- 4.
- 5. Strongly Agree
- 6. N/A

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Undergrad. 2. Graduate 3. Management 4. Warfare know 5. Effective ME 6. MP & non-MP 7. Technical 8. Mastery 9. Subspecialty 10.MP path 11.CDR command	- - - - - -	SWO	GURL	DESIG 15A 15B 15C 15D 15E 15F 15G 15H 151 15J 15K	WOR	GOR	RET	TRAN - -	

ENTRY NAME: HOW DID YOU BECOME AN MP

SECTION: Materiel Professional SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating how officer became an MP.

ITEM(S):

How did you become an MP?

- 1. I applied and was accepted by the board
- 2. Even though I didn't apply I was selected
- Other (please explain)

ITEM				TRAN	COLUMN LOCATION	
MP			-			•

ENTRY NAME: HOW DO YOU EVALUATE MP CAREER PATH

SECTION: Materiel Professional SECTION ITEM NO.: 007

DEFINITION:

A one-digit code evaluating the MP career path.

ITEM(S):

Compared to other careers in the Navy, how do you evaluate the MP career path?

- 1. Very Poor
- 2.
- 3.
- 4. Average
- 5.
- 6.
- 7. Very Good 8. N/A

ITEM	AWO	SWO	GURL	DESIG V	WOR	GOR	RET	TRAN	COLUMN LOCATION
Evaluation	_	-	_	17	_	_	-	-	3179
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ENTRY NAME: NUMBER OF MP ASSIGNMENTS

SECTION: Materiel Professional SECTION ITEM NO.: 008

DEFINITION:

A one-digit code indicating number of MP assignments officer has had.

ITEM(S):

How many MP assignments have you had?

- 2. 2 3. 3 4. 4
- 3. 4.
- 5. 5 6. 6 or more

ITEM	AWO	SWO	DESIG WOR		TRAN	COLUMN LOCATION
			18 -		_	-

NOTES:

APPENDIX O PERFORMANCE

ENTRY NAME: EFFECTIVENESS IN LEADERSHIP ROLE

SECTION: Performance SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating effectiveness of officer in leadership role.

ITEM(S):

How effective are you in carrying out your duties in your present leadership role?

- 1. Very effective
- 2. Effective
- 3. Holding my own
- 4. Ineffective
- 5. Very ineffective
- 6. Don't know

ITEM				COLUMN TRAN LOCATION
Leader role				

NOTES:

ENTRY NAME: EFFECTIVENESS IN MANAGERIAL ROLE

SECTION: Performance SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating effectiveness of officer in managerial role.

ITEM(S):

How effective are you in carrying out your duties in your present managerial role?

- 1. Very effective
- 2. Effective
- 3. Holding my own
- 4. Ineffective
- 5. Very ineffective6. Don't know

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Manager role	-	-	-	-	-	~	_	J2	3182
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								1	
								[

NOTES:

ENTRY NAME: CONFIDENCE IN LEADERSHIP ABILITIES

SECTION: Performance SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating officers' confidence in leadership abilities.

ITEM(S):

Overall, how much confidence do you have in your leadership abilities?

- 1. A great deal
- 2. Some
- 3. Little
- 4. None
- 5. Don't know

ITEM	AWO	SWO		DESIG WOR		COLUMN LOCATION
	-		-			3183

NOTES:

ENTRY NAME: HIGHEST GRADE YOU CAN ACHIEVE

SECTION: Performance SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating the highest grade an officer feels he/she can achieve.

ITEM(S):

Given your history of performance in the Navy, what is the highest grade you think you can achieve?

- 1. LT
- 2. LCDR
- 3. CDR
- 4. CAPT
- 5. RADM, Lower half
- 6. RADM, Upper half
- 7. VADM
- 8. ADM

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Highest grade	-	-	-	-	-	-	-	J4	3184
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NOTES:

ENTRY NAME: PERFORMANCE INACCURATELY PORTRAYED

SECTION ITEM NO.: 005 SECTION: Performance

DEFINITION:

A one-digit code indicating to what degree an officer feels his/her performance was inaccurately portrayed on most recent FitRep.

ITEM(S):

To what degree do you think your performance was inaccurately portrayed on your most recent fitness report?

- 1. Performance was considerably higher than reported
- Performance was somethat higher than reported
 Performance was accurately reported
- 4. Performance was somewhat lower than reported
- 5. Performance was considerably lower than reported

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
Inaccurate	_	-	-	_	-	-	_	J6	J 3185
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NOTES:

ENTRY NAME: FITNESS REPORT (PERCENTAGE)

SECTION ITEM NO.: 006 SECTION: Performance

DEFINITION:

A one-digit code indicating in which percentage an officer's Fitness

ITEM(S):

Generally speaking, were your fitness reports in the:

- 1. Top 1%
- 2. Top 5%
- Top 10% Top 30% 3.
- 4.
- 5. Top 50%
- 6. Bottom 50%

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET		LOCATION
Percentage	-	-	-	_	A6	A 7	-	-	3186

NOTES:

ENTRY NAME: FITNESS REPORT

SECTION: Performance SECTION ITEM NO.: 007

DEFINITION:

A series of responses providing information from most recent fitness report received by an officer.

ITEM(S):

Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours,.... No information from an individual will be reported.

- 1. Date (Month)
- 2. Date (Year)
- Sea/Shore 3.
- Field Circled 4.
- 5. Evaluation and Summary (1%)
- 6. Evaluation and Summary (5%)
- 7. Evaluation and Summary (10%)
- 8.
- Evaluation and Summary (30%)
 Evaluation and Summary / Typically Effective 9. (50%)
- 10. Evaluation and Summary / Typically Effective (50%)
- 11. Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. Early Promotion (Recmd Early)
- 13. Early Promotion (Ranking)
- 14. Early Promotion (Num Recmd)

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	1	COLUMN LOCATION
1. Month	J11A	J11A	K11A	-	-	-	-	J5A	ļ	3187-3188
2. Year	J11B	J11B	K11B	-	-	-	-	J5B	1	3189-3190
Sea/Shore	J11C	J11C	K11C	-	-	_	-	J5C	1	3191
4. Field Circ.	J11D	J11D	K11D	-	-		-	J5D	1	3192
5. 1%	J11E	J11E	K11E	-	-	-	-	J5E	1	3193-3195
6.5%	J11F	J11F	K11F	-	-	-	-	J5F	1	3196-3198
7. 10%	J11G	J11G	K11G	-	-	-	-	J5G	1	3199-3201
8. 30%	J11H	J11H	K11H	-	_	-	-	J5H	1	3202-3204
9. 50%	J11I	J11I	K11I	_	_	-	-	J5I	1	3205-3207
10.50%	J11J	J11J	K11J	-	-	-	-	J5J	1	3208-3210
11.30% Mar. Uns	s.J11K	J11K	K11K	-	-	-	-	J5K	ĺ	3211-3213
12.Recmd Early	J11L	J11L	K11L	-	_	-	-	J5L	ı	3214
13.Ranking	J11M	J11M	K11M	-	-	-	-	J5M	1	3215-3217
14.Num. Recmd	J11N	J11N	K11N	-	-	-	-	J5N		3218-3220

NOTES:

Question #3 differs in GURL:

ENTRY NAME: FITNESS REPORT2

SECTION: Performance SECTION ITEM NO.: 008

DEFINITION:

A series of responses providing information from second most recent fitness report received by an officer.

ITEM(S):

- 1. Date (Month)
- 2. Date (Year)
- Sea/Shore
- 4. Field Circled
- 5. Evaluation and Summary (1%)
- 6. Evaluation and Summary (5%)
- 7. Evaluation and Summary (10%)
- 8. Evaluation and Summary (30%)
- Evaluation and Summary / Typically Effective (50%)
- 10. Evaluation and Summary / Typically Effective (50%)
- 11. Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. Early Promotion (Recmd Early)
- 13. Early Promotion (Ranking)
- 14. Early Promotion (Num Recmd)

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J12A	J12A	K12A	_	-	-	_	-	3221-3222
2. Year	J12B	J12B	K12B	-	-	-	-	-	3223-3224
Sea/Shore	J12C	J12C	K12C	-	-	-	-	-	3225
4. Field Circ.	J12D	J12D	K12D	-	-	_	_	-	3226
5.1%	J12E	J12E	K12E	-	-	-	-	-	3227-3229
6.5%	J12F	J12F	K12F	-	-	-	-	-	3230-3232
7. 10%	J12G	J12G	K12G	-	-	-	-	-	3233-3235
8. 30%	J12H	J12H	K12H	-	-	-	-	-	3236-3238
9. 50%	J12I	J12I	K12I	-	-	-	-	-	3239-3241
10.50%	J12J	J12J	K12J	-	_	-	-	-	3242-3244
11.30% Mar.Uns.	J12K	J12K	K12K	-	-	-	-	-	3245-3247
12.Recmd Early	J12L	J12L	K12L	-	-	-	-	-	3248
13.Ranking	J12M	J12M	K12M						3249-3251
14.Num. Recmd	J12N	J12N	K12N						3252-3254
									<u> </u>

NOTES:

Question #3 differs in GURL:

ENTRY NAME: FITNESS REPORT3

SECTION ITEM NO.: 009 SECTION: Performance

DEFINITION:

A series of responses providing information from third most recent fitness report received by an officer.

ITEM(S):

- Date (Month)
- 2. Date (Year)
- Sea/Shore 3.
- 4. Field Circled
- 5. Evaluation and Summary (1%)
- 6. Evaluation and Summary (5%)
- 7. Evaluation and Summary (10%)
- 8. Evaluation and Summary (30%)9. Evaluation and Summary / Typically Effective (50%)
- 10. Evaluation and Summary / Typically Effective (50%)
- 11. Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. Early Promotion (Recmd Early)
- 13. Early Promotion (Ranking)
- 14. Early Promotion (Num Recmd)

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN (COLUMN LOCATION
1. Month	J13A	J13A	K13A	-	_	_	-	- 1	3255-3256
2. Year	J13B	J13B	K13B	-	-	-	-	-	3257-3258
Sea/Shore	J13C	J13C	K13C	-	-	_	_	- i	3259
4. Field Circ.	J13D	J13D	K13D		-	_	_	-	3260
5. 1%	J13E	J13E	K13E	-	-	-	_	-	3261-3263
6.5%	J13F	J13F	K13F	-	-	-	-	-	3264-3266
7. 10%	J13G	J13G	K13G	~	-	_	-	-	3267-3269
8. 30%	J13H	J13H	K13H	-	-	-	_	-	3270-3272
9.50%	J13I	J13I	K13I	-	_	_	_	- 1	3273-3275
10.50%	J13J	J13J	K13J	-	_	_	_	-	3276-3278
11.30% Mar. Un:	s.J13K	J13K	K13K	-	-	_	-	-	3279-3281
12.Recmd Early	J13L	J13L	K13L	~	-	_	-	-	3282
13.Ranking	J13M	J13M	K13M	~	-	-	-	-	3283-3285
14.Num Recmd	J13N	J13N	K13N	-	-	-	-	- 1	3286-3288

NOTES:

Question #3 differs in GURL:

ENTRY NAME: FITNESS REPORT4

SECTION ITEM NO.: 010 SECTION: Performance

DEFINITION:

A series of responses providing information from fourth most recent fitness report received by an officer.

ITEM(S):

- Date (Month)
- 2. Date (Year)
- Sea/Shore 3.
- 4. Field Circled
- 5. Evaluation and Summary (1%)
- 6. Evaluation and Summary (5%)

- 7. Evaluation and Summary (10%)
 8. Evaluation and Summary (30%)
 9. Evaluation and Summary / Typically Effective (50%)
- 10. Evaluation and Summary / Typically Effective (50%)
- Evaluation and Summary / Bottom (30% Marg 11.
- Early Promotion (Recmd Early) 12.
- 13. Early Promotion (Ranking)
- 14. Early Promotion (Num Recmd)

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J14A	J14A	K14A	_	_	_	_	-	3289-3290
2. Year	J14B	J14B	K14B	-	-	_	-	-	3291-3292
Sea/Shore	J14C	J14C	K14C	-	-	-	-	-	3293
4. Field Circ.	J14D	J14D	K14D	-	-	-	_	- 1	3294
5.1%	J14E	J14E	K14E	-	-	_	-	- 1	3295-3297
6.5%	J14F	J14F	K14F	-	-	-	-	- 1	3298-3300
7. 10%	J14G	J14G	K14G	-	-	-	-	-	3301-3303
8. 30%	J14H	J14H	K14H	-	-	-	-	~	3304-3306
9. 50%	J14I	J14I	K14I	-	-	_	-	-	3307-3309
10.50%	J14J	J14J	K14J	-	_	_	-		3310-3312
11.30% Mar. Uns	s.J14K	J14K	K14K	-	-	-	-	~	3313-3315
12.Recmd Early	J14L	J14L	K14L	-	-	_	-	~	3316
13.Ranking	J14M	J14M	K14M	-	-	_	-	~	3317-3319
14.Num. Recmd	J14N	J14N	K14N	-	-	-		~	3320-3322

NOTES:

Question #3 differs in GURL:

ENTRY NAME: FITNESS REPORT5

SECTION ITEM NO.: 011 SECTION: Performance

DEFINITION:

A series of responses providing information from fifth most recent fitness report received by an officer.

ITEM(S):

- 1. Date (Month)
- 2. Date (Year)
- 3. Sea/Shore
- 4. Field Circled

- 5. Evaluation and Summary (1%)
 6. Evaluation and Summary (5%)
 7. Evaluation and Summary (10%)
- 8. Evaluation and Summary (30%)9. Evaluation and Summary / Typically Effective (50%)
- 10. Evaluation and Summary / Typically Effective
- 11. Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. 12. Early Promotion (Recmd Early)13. Early Promotion (Ranking)
- 14. Early Promotion (Num Recmd)

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J15A	J15A	K15A	-	_	_	_	-	3323-3324
2. Year	J15B	J15B	K15B	-	_	-	-	-	3325-3326
Sea/Shore	J15C	J15C	K15C	-	-	-	-	-	3327
4. Field Circ.	J15D	J15D	K15D	-	-	-	-	- 1	3328
5. 1%	J15E	J15E	K15E	-	-	-	-	- 1	3329-3331
6.5%	J15F	J15F	K15F	-	-	-	-	- 1	3332-3334
7. 10%	J15G	J15G	K15G	-	-	-	-	- 1	3335-3337
8. 30%	J15H	J15H	K15H	-	-	-	-	- 1	3338-3340
9. 50%	J15I	J15I	K15I	-	-	-	_	- 1	3341-3343
10.50%	J15J	J15J	K15J	-	-	_	_	- 1	3344-3346
11.30% Mar. Un:	s.J15K	J15K	K15K	_	-	-	-	-	3347-3349
12.Recmd Early	J15L	J15L	K15L	-	-	-	-	-	3350
13.Ranking	J15M	J15M	K15M	-	-	-	-	-	3351-3353
14.Num. Recmd	J15N	J15N	K15N	-	-	-	-	-	3354-3356

NOTES:

Question #3 differs in GURL:

ENTRY NAME: FITNESS REPORT6

SECTION: Performance SECTION ITEM NO.: 012

DEFINITION:

A series of responses providing information from sixth most recent fitness report received by an officer.

ITEM(S):

- 1. Date (Month)
- 2. Date (Year)
- Sea/Shore
- 4. Field Circled
- 5. Evaluation and Summary (1%)

- 6. Evaluation and Summary (5%)
 7. Evaluation and Summary (10%)
 8. Evaluation and Summary (30%)
 9. Evaluation and Summary / Typically Effective (50%)
- Evaluation and Summary / Typically Effective 10. (50%)
- 11. Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. Early Promotion (Recmd Early)
- 13. Early Promotion (Ranking)
- 14. Early Promotion (Num Recmd)

ITEM	AWO	swo	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J16A	J16A	K16A	_	-	-	_	_	1 3357-3358
2. Year	J16B	J16B	K16B	-	-	_	-	-	3359-3360
Sea/Shore	J16C	J16C	K16C	-	-	_	_	-	3361
4. Field Circ.	J16D	J16D	K16D	-		-	-	-	3362
5. 1%	J16E	J16E	K16E	_	_	_	-	-	3363-3365
6.5%	J16F	J16F	K16F	-	_	-	-	-	3366-3368
7. 10%	J16G	J16G	K16G	_	-	_	_	-	3369-3371
8. 30%	J16H	J16H	K16H	-	-	-	-	-	3372-3374
9.50%	J16I	J16I	K16I	-	-	-	_		3375-3377
10.50%	J16J	J16J	K16J	-	-	-	_	-	3378-3380
11.30% Mar. Uns	s.J16K	J16K	K16K	-	_	~	_	-	3381-3383
12.Recmd Early	J16L	J16L	K16L	-	_	- ,	-	-	3384
13.Ranking	J16M	J16M	K16M	-	_	-	_	~	3385-3387
14.Num. Recmd	J16N	J16N	K16N	-	-	~	-	-	3388-3390
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NOTES:

Question #3 differs in GURL:

ENTRY NAME: FITNESS REPORT7

SECTION: Performance SECTION ITEM NO.: 013

DEFINITION:

A series of responses providing information from seventh most recent fitness report received by an officer.

ITEM(S):

- Date (Month)
- Date (Year)
- Sea/Shore
- 4. Field Circled
- 5. Evaluation and Summary (1%)
- 6. Evaluation and Summary (5%)
 7. Evaluation and Summary (10%)
 8. Evaluation and Summary (30%)
 9. Evaluation and Summary (30%)
- Evaluation and Summary / Typically Effective (50%)
- 10. Evaluation and Summary / Typically Effective (50%)
- 11. Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. Early Promotion (Recmd Early)
- 13. Early Promotion (Ranking)
- 14. Early Promotion (Num Recmd)

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	1	COLUMN LOCATION
1. Month	J17A	J17A	K17A	_	_	_	_	_	1	3391-3392
2. Year	J17B	J17B	K17B	-	-	-	-	-	İ	3393-3394
Sea/Shore	J17C	J17C	K17C	-	-	_	-	-	1	3395
4. Field Circ.	J17D	J17D	K17D	-	-	-	-	-	1	3396
5. 1%	J17E	J17E	K17E	-	-	-	-	-	İ	3397-3399
6. 5%	J17F	J17F	K17F	-	-	-	-	-	1	3400-3402
7. 10%	J17G	J17G	K17G	-	_	-	-	-	1	3403-3405
8. 30%	J17H	J17H	K17H	-	-	-	-	_	İ	3406-3408
9. 50%	J17I	J17I	K17I	-	-	_	-	-	1	3409-3411
10.50%	J17J	J17J	K17J	-	_	-	-	-	Ĺ	3412-3414
11.30% Mar. Uns	s.J17K	J17K	K17K	-	_	-	-	_	İ	3415-3417
12.Recmd Early	J17L	J17L	K17L	-	-	-	_	_	i	3418
13.Ranking	J17M	J17M	K17M	-	_	-	_	_	Ĺ	3419-3421
14.Num. Recmd	J17N	J17N	K17N	-	-	-	-	-	İ	3422-3424

NOTES:

Question #3 differs in GURL:

ENTRY NAME: FITNESS REPORTS

SECTION ITEM NO.: 014 SECTION: Performance

DEFINITION:

A series of responses providing information from eighth most recent fitness report received by an officer.

ITEM(S):

- Date (Month)
- 2. Date (Year)
- Sea/Shore
- 4. Field Circled
- 5. Evaluation and Summary (1%)
- 6. Evaluation and Summary (5%)
 7. Evaluation and Summary (10%)
 8. Evaluation and Summary (30%)
- 9. Evaluation and Summary / Typically Effective (50%)
- 10. Evaluation and Summary / Typically Effective (50%)
- 11. Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. Early Promotion (Recmd Early)
- 13. Early Promotion (Ranking)14. Early Promotion (Num Recmd)

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN		COLUMN LOCATION
1. Month	J18A	J18A	K18A	-	-	-	_	_	ı	3425-3426
2. Year	J18B	J18B	K18B	_	-	_	_	-	Ì	3427-3428
Sea/Shore	J18C	J18C	K18C	-	-	-	_	_	1	3429
4. Field Circ.	J18D	J18D	K18D	_	_	_	_	_	i	3430
5. 1%	J18E	J18E	K18E	-	-	_	_	-	İ	3431-3433
6.5%	J18F	J18F	K18F	-	-	-	-	-	Ī	3434-3436
7. 10%	J18G	J18G	K18G	-	-	_	-	-	١	3437-3439
8. 30%	J18H	J18H	K18H	-	-	_	-	-	1	3440-3442
9. 50%	J18I	J18I	K18I	-	-	-	-	-	ļ	3443-3445
10.50%	J18J	J18J	K18J	-	-	_	_	-	1	3446-3448
11.30% Mar. Un:	s.J18K	J18K	K18K	-	-	_	-	_	1	3449-3451
12.Recmd Early	J18L	J18L	K18L	-	-	-	_	-	1	3452
13.Ranking	J18M	J18M	K18M	_	_	-	-	-	ĺ	3453-3455
14.Num. Recmd	J18N	J18N	K18N	-	-	-	_	_	İ	3456-3458
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NOTES:

Question #3 differs in GURL:

ENTRY NAME: FITNESS REPORT9

SECTION: Performance SECTION ITEM NO.: 015

DEFINITION:

A series of responses providing information from ninth most recent fitness report received by an officer.

ITEM(S):

- Date (Month)
- Date (Year)
- Sea/Shore
- 4. Field Circled
- 5. Evaluation and Summary (1%)
- 6. Evaluation and Summary (5%)
- 7. Evaluation and Summary (10%)
- 8. Evaluation and Summary (30%)9. Evaluation and Summary / Typically Effective
- 10. Evaluation and Summary / Typically Effective (50%)
- Evaluation and Summary / Bottom (30% Marg 11. Unsat)
- 12. Early Promotion (Recmd Early)
- 13. Early Promotion (Ranking)
- 14. Early Promotion (Num Recmd)

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J19A	J19A	K19A	_	-	-	_	_	3459-3460
2. Year	J19B	J19B	K19B	_	-	_	-	_	3461-3462
Sea/Shore	J19C	J19C	K19C	_	-	-	-	-	3463
4. Field Circ.	J19D	J19D	K19D	-	-	-	-	_	3464
5. 1%	J19E	J19E	K19E	-	-	-	-	-	3465-3467
6.5%	J19F	J19F	K19F	-	-	-	-	_	3468-3470
7. 10%	J19G	J19G	K19G	-	-	-	-	-	3471-3473
8. 30%	J19H	J19H	K19H	-	-	_	-	_	3474-3476
9. 50%	J19I	J19I	K19I	-	-	-	-	_	3477-3479
10.50%	J19J	J19J	K19J	-	-	-	-	-	3480-3482
11.30% Mar. Un:	s.J19K	J19K	K19K	-	-	-	-	_	3483-3485
12.Recmd Early	J19L	J19L	K19L	-	_	-	-	_	3486
13.Ranking	J19M	J19M	K19M	-	_	_	_	_	3487-3489
14.Num. Recmd	J19N	J19N	K19N	-	-	-	-	-	3490-3492

NOTES:

Question #3 differs in GURL:

ENTRY NAME: FITNESS REPORT10

SECTION: Performance SECTION ITEM NO.: 016

DEFINITION:

A series of responses providing information from tenth most recent fitness report received by an officer.

ITEM(S):

- Date (Month)
- Date (Year)
 Sea/Shore
- 4. Field Circled
- 5. Evaluation and Summary (1%)

- 6. Evaluation and Summary (5%)
 7. Evaluation and Summary (10%)
 8. Evaluation and Summary (30%)
 9. Evaluation and Summary / Typically Effective (50%)
- 10. Evaluation and Summary / Typically Effective (50%)
- 11. Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. Early Promotion (Recmd Early)13. Early Promotion (Ranking)
- 14. Early Promotion (Num Recmd)

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J110A	J110A	K110A	-	-	-	_	-	3493-3494
2. Year	J110B	J110B	K110B	-	-	-	-	-	3495-3496
Sea/Shore	J110C	J110C	K110C	-	-	-	-	- i	3497
4. Field Circ.	J110D	J110D	K110D	-	-	-	-	- i	3498
5. 1%	J110E	J110E	K110E	-	-	-	-	- j	3499-3501
6. 5 %	J110F	J110F	K110F	-	-	-	-	- i	3502-3504
7. 10%	J110G	J110G	K110G	-	-	-	-	- i	3505-3507
8. 30%	J110H	J110H	K110H	-	-	-	-	- i	3508-3510
9. 50%	J110I	J110I	K110I	-	-	_	_	- j	3511-3513
10.50%	J110J	J110J	K110J	-	-	-	-	- i	3514-3516
11.30% Mar.Uns.	J110K	J110K	K110K	-	-	~	-	- i	3517-3519
12.Recmd Early	J110L	J110L	K110L	-	-	-	-	– i	3520
13.Ranking	J110M	J110M	K110M	-	-	-	-	- i	3521-3523
14.Num. Recmd	J110N	J110N	K110N	-	-	-	-	- i	3524-3526

NOTES:

Question #3 differs in GURL:

ENTRY NAME: FITNESS REPORT11

SECTION ITEM NO.: 017 SECTION: Performance

DEFINITION:

A series of responses providing information from eleventh most recent fitness report received by an officer.

ITEM(S):

- Date (Month)
- 2. Date (Year)
- Sea/Shore
- 4. Field Circled
- 5. Evaluation and Summary (1%)
- 6. Evaluation and Summary (5%)
- 7. Evaluation and Summary (10%) 8. Evaluation and Summary (30%)
- 9. Evaluation and Summary / Typically Effective (50%)
- 10. Evaluation and Summary / Typically Effective (50%)
- 11. Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. Early Promotion (Recmd Early)
- Early Promotion (Ranking) 13.
- Early Promotion (Num Recmd) 14.

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN		COLUMN LOCATION
1. Month	J111A	J111A	K111A	-	-	-	_	_	1	3527-3528
2. Year	J111B	J111B	K111B	-	_	-	_	-	i	3529-3530
Sea/Shore	J111C	J111C	K111C	-	-	_	_	-	i	3531
4. Field Circ.	J111D	J111D	K111D	-	-	_	_	-	İ	3532
5. 1%	J111E	J111E	K111E	-	-	-	_	-	Ĺ	3533-3535
6. 5%	J111F	J111F	K111F	-	-	_	_	-	i	3536-3538
7. 10%	J111G	J111G	K111G	_	-	-	_	_	Ĺ	3539-3541
8. 30%	J111H	J111H	K111H	-	_	_	-	-	Ì	3542-3544
9. 50%	J111I	J111I	K111I	-	-	-	-	_	i	3545-3547
10.50%	J111J	J111J	K111J	-	_	_	_	-	Ĺ	3548-3550
11.30% Mar.Uns.	J111K	J111K	K111K	-	_	_	_	-	Ĺ	3551-3553
12.Recmd Early	J111L	J111L	K111L	-	-	_	_	-	Ĺ	3554
13.Ranking	J111M	J111M	K111M	-	-	-	_	-	İ	3555-3557
14.Num.Recmd	J111N	J111N	K111N	-	-	-	_	-	1	3558-3560
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NOTES:

Question #3 differs in GURL:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT12

SECTION: Performance SECTION ITEM NO.: 018

DEFINITION:

A series of responses providing information from twelfth most recent fitness report received by an officer.

ITEM(S):

- 1. Date (Month)
- 2. Date (Year)
- 3. Sea/Shore
- 4. Field Circled
- 5. Evaluation and Summary (1%)6. Evaluation and Summary (5%)
- 7. Evaluation and Summary (10%)
- 8. Evaluation and Summary (30%)
- 9. Evaluation and Summary / Typically Effective (50%)
- 10. Evaluation and Summary / Typically Effective (50%)
- Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. Early Promotion (Recmd Early)
 13. Early Promotion (Ranking)
 14. Early Promotion (Num Recmd)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J112A	J112A	K112A	-	-	-	_	_	3561-3562
2. Year	J112B	J112B	K112B	-	-	-	-	_	3563-3564
Sea/Shore	J112C	J112C	K112C	-	-	-	-	_	3565
4. Field Circ.	J112D	J112D		-	-	-	-	-	3566
5.1%	J112E	J112E	K112E	-	-	-	-	_	3567-3569
6.5%	J112F	J112F	K112F	-	-	-	-	-	1 3570-3572
7. 10%	J112G	J112G	K112G	-	-	-	-	_	3573-3575
8. 30%	J112H	J112H	K112H	-	-	-	-	_	1 3576-3578
9.50%	J112I	J112I	K112I	-	_	-	-	_	3579-3581
10.50%	J112J	J112J	K112J	-	-	_	-	-	1 3582-3584
11.30% Mar.Uns	.J112K	J112K	K112K	-	-	_	_	_	1 3585-3587
12.Recmd Early	J112L	J112L	K112L	-	-	-	-	_	3588
13.Ranking		J112M	_	-	_	-	-	_	3589-3591
14.Num. Recmd	J112N	J112N	K112N	-	-	-	_	-	3592-3594
									1
									1
									1

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT13

SECTION ITEM NO.: 019 SECTION: Performance

DEFINITION:

A series of responses providing information from thirteenth most recent fitness report received by an officer.

ITEM(S):

- Date (Month)
- 2. Date (Year)
- Sea/Shore 3.
- 4. Field Circled
- 5. Evaluation and Summary (1%)
- 6. Evaluation and Summary (5%)
 7. Evaluation and Summary (10%)
 8. Evaluation and Summary (30%)
- 9. Evaluation and Summary / Typically Effective (50%)
- 10. Evaluation and Summary / Typically Effective
- 11. Evaluation and Summary / Bottom (30% Marg Unsat)
- 12. Early Promotion (Recmd Early)
- 13. Early Promotion (Ranking)
- 14. Early Promotion (Num Recmd)

RESPONSE 3CALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	DESIG	WOR	GOR	RET	TRAN	COLUMN LOCATION
1. Month	J113A	J113A	K113A	-	_	_	_	_	3595-3596
2. Year	J113B	J113B	K113B	_	_	-	-	_	3597-3598
Sea/Shore	J113C	J113C	K113C	-	-	-	-	-	3599
4. Field Circ.	J113D	J113D	K113D	-	_	-	_	-	3600
5. 1 %	J113E	J113E	K113E	-	_	-	-	-	3601-3603
6. 5%	J113F	J113F	K113F	-	-	-	-	-	3604-3606
7. 10%	J113G	J113G	K113G	-	_	-	-	-	3607-3609
8. 30%	J113H	J113H	K113H	-	_	-	-	-	3610-3612
9. 50%	J113I	J113I	K113I	-	-	-	-	-	3613-3615
10.50%	J113J	J113J	K113J	-	-	-	-	-	3616-3618
11.30% Mar.Uns.	J113K	J113K	K113K	-	-	-	_	_	3619-3621
12.Recmd Early	J113L	J113L	K113L	-	_	-	_	_	3622
13.Ranking	J113M	J113M	K113M	-	_	-	-	_	3623-3625
14.Num. Recmd	J113N	J113N	K113N	-	-	-	-	-	3626-3628
									1
									1
									l

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

APPENDIX P OFFICER MASTER FILE DATA

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ACADEMIC PROFILE CODE OMF ITEM NO.: 001

OMF CODE: ACPROF COLUMN(S) 3710-3712

DEFINITION: A three-position numeric code used in

determining PG school eligibility.

1. First digit is the Quality Point Rating Code (Repeated courses and failures are computed).

Code	Grade	Quality Point Rating Range
0	$\overline{A-/A}$	3.60 - 4.00
1	B+	3.20 - 3.59
2	B-/B	2.60 - 3.19
3	C+	2.20 - 2.59
4	С	1.90 - 2.19
5	C- or belo	ow 0 - 1.89

2. Second digit is the Math Qualification Code.

Code	Definition
0	Signficant post-calculus math with B average
1	2 or more calculus courses with B+ average
2	2 or more calculus courses with C+ average
3	1 calculus course with C grade or better
4	At least 2 pre-calculus courses with B average or better
5	At least one pre-calculus course with C grade
6	No math with C grade

3. Third digit is the Technical Qualification Code. Used for technical curriculum requiring physical science for entrance.

Code	Lower Division Calculus-Based Physics	Upper Div Courses in Eng/Physical Science Major
0	-	B+ average
1		C+ average
2	Complete sequence taken B+ average	
3	Complete sequence taken C+ average	
4	At least one course with C grade	
5	None	

ENTRY NAME: ACTIVE DUTY BASE DATE OMF ITEM NO.: 002

OMF CODE: ABDBYR COLUMN(S) 3713-3714

ABDBMO 3715-3716 ABDBDA 3717-3718

DEFINITION: A six-digit code (last 2 digits of year, month, and day) representing the date when active duty (enlisted, warrant, and commissioned) in any of the U.S. Armed Services and their reserve components would have begun if it were continuous to the present.

ENTRY NAME: ACTIVITY MISSION CODE OMF ITEM NO.: 003

OMF CODE: ACMISCOD COLUMN(S) 3719-3720

DEFINITION A two-character alphanumeric code which groups activities by mission. This code relates an activity to an Officer Support Branch placement desk for distribution purposes. Generally, codes A-I are assigned to sea duty activities and codes J-Z are assigned to shore activities.

NOTES:

For listing of codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, ITEM 1-7.

ENTRY NAME: ACTUAL LOSS DATE OMF ITEM NO.: 004

OMF CODE: LOSDATYR COLUMN(S) 3721-3722

LOSDATMO . 3723-3724 LOSDATDA 3725-3726

DEFINITION: A six-position field (last two digits of

year, month, and day) indicating loss date of P9

transaction.

ENTRY NAME:	ADDITIONAL QUALIFICATION	OMF	ITEM NO.:	005
	DESIGNATION			

OMF CODE:	AQD1 AQD2 AQD3 AQD4 AQD5 AQD6 AQD7 AQD8 AQD9 AQD10	COLUMN (S)	3727-3729 3730-3732 3733-3735 3736-3738 3739-3741 3742-3744 3745-3747 3748-3750 3751-3753 3754-3756
	-		
	AQD11 AQD12		3757 3759 3760-3762

DEFINITION: A three-position alphanumeric code which identifies the attainment of skills and knowledges, certified by competent authority, in addition to those identified by the officer designator.

NOTES:

- 1. The first character identifies a broad occupational area closely related to the officer's designator.
- 2. The second character specifies the qualifications appropriate to that occupation area.
- 3. The third character further defines the specific qualifications.
- 4. For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS Vol I, Major Code Structures, Appendix C.

ENTRY NAME: ADDITIONAL QUALIFICATION OMF ITEM NO.: 006
DESIGNATION COUNTER

OMF CODE: AQDCOUNT COLUMN(S) 3763-3764

DEFINITION: A two-position numeric counter of the total number of Additional Qualification Designations recorded in the officer master record.

ENTRY NAME: ADDITIONAL QUALIFICATION DESIGNATION - DATE	OMF ITEM NO.: 007
OMF CODE: AQDDATE1 AQDDATE2 AQDDATE3 AQDDATE4 AQDDATE5 AQDDATE6 AQDDATE7 AQDDATE8 AQDDATE8 AQDDATE9 AQDDATE10 AQDDATE11 AQDDATE11	COLUMN(S) 3765-3766 3767-3768 3769-3770 3771-3772 3773-3774 3775-3776 3777-3778 3779-3780 3781-3782 3783-3784 3785-3786 3787-3788

DEFINITION: A two-position numeric year during which an Additional Qualification Designation was earned.

ENTRY NAME: AVIATION BILLET INDICATOR OMF ITEM NO.: 008

OMF CODE: AVBILIN COLUMN(S) 3789

DEFINITION: A one-position alphanumeric code which indicates the operational flying status of the billet in which an officer is currently serving.

Code	<u>Definition</u>
A	Operational flying billet. This officer was ordered in DIFOPS status and the MOF counter is being incremented monthly for gate purposes
С	Proficiency flying. Officer was ordered to duty involving proficiency flying (DIFPRO). The MOF counter is not being incremented (no longer used - retained for historical purposes).
0	This ABI is used for all aviation officers not ordered to DIFOPS or DIFPRO. The MOF counter is not being incremented.
(blank)	Current flying status under review or officer has acquired 18+ years aviation service

ENTRY NAME: AVIATION BILLET INDICATOR OMF ITEM NO.: 009

PENDING

OMF CODE: AVBILINP COLUMN(S) 3790

DEFINITION: A one-position alphanumeric code which indicates the operational flying status of the billet to

which an officer is ordered.

NOTES:

For codes, see OMF Item No.: 008, Aviation Billet Indicator (AVBILIN)

ENTRY NAME: AVIATION OFFICER OMF ITEM NO.: 010

CONTINUATION PAY

START DATE

OMF CODE: AOCPSTYR COLUMN(S) 3791-3792

AOCPSTMO 3793-3794 AOCPSTDA 3795-3796

DEFINITION: A six-position date indicating the year, month, and day an officer started additional obligated service as a result of an Aviation Flight Bonus contract.

ENTRY NAME: AVIATION OFFICER OMF ITEM NO.: 011

CONTINUATION PAY

STOP DATE

OMF CODE: AOCPSPYR COLUMN(S) 3797-3798

AOCPSPMO 3799-3800 AOCPSPDA 3801-3802

DEFINITION: A six-position date indicating the year, month, and day an officer completed additional obligated service as a result of an Aviation Flight Bonus contract.

ENTRY NAME: AVIATION OFFICER CONTINUATION PAY

OMF ITEM NO.: 012

YEARS OBLIGATED

OMF CODE: AOCPYRS

COLUMN(S) 3803

DEFINITION: A one-position field indicating the number of years an officer has obligated to serve as a result of an Aviation Flight Bonus contract.

ENTRY NAME: AVIATION SERVICE ENTRY DATE

OMF ITEM NO.: 013

OMF CODE: AVSENTYR AVSENTMO

COLUMN(S) 3804-3805

3806-3807

AVSENTDA

3808-3809

DEFINITION: A six-position date (year, month, and day) an officer reported to an aviation activity to commence Primary Flight Training.

ENTRY NAME: COMMAND SCREEN RESULTS OMF ITEM NO.: 014

OMF CODE: SCREEN COLUMN(S) 3810-3814

DEFINITION: A five-position alphanumeric code assigned to officers who have been considered by a Command Screening Board. The code describes the fiscal year considered, the type of command for which selected (or negative), and the standing (e.g., primary, alternate, etc.).

NOTES:

- 1. The first position of code indicates the final fiscal year in which most recent action was taken. An "X" indicates date of screening action not known.
- 2. The second position indicates Selection Category.
- 3. The third position indicates Board Sponsor.
- 4. The fourth position indicates type for which screened.
- 5. The fifth position indicates second type for which screened, if any.
- 6. For listing of codes for position 2 through 4, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 103.

ENTRY NAME: DATE OF BIRTH OMF ITEM NO.: 015

OMF CODE: BIRTHYR COLUMN(S) 3815-3816

BIRTHMO 3817-3818 BIRTHDA 3819-3820

DEFINITION: A six-digit date which shows the last 2 digits of year, month, and day of an officer's birth.

ENTRY NAME: DATE OF FIRST COMMISSION OMF ITEM NO.: 016

OMF CODE: COMMYR COLUMN(S) 3821-3822

COMMMO 3823-3824

DEFINITION: A four-digit date (last 2 digits of year and month) which indicates the acceptance and oath date of an

officer's first naval commission.

ENTRY NAME: DATE OF GAIN TO ACTIVE OMF ITEM NO.: 017

DUTY - INITIAL

OMF CODE: GAINYR COLUMN(S) 3825-3826

GAINMO 3827-3828

DEFINITION: A four-digit date (last two digits of year and month) which indicates when an officer reported for his

first tour of active duty.

ENTRY NAME: DATE OF RANK OMF ITEM NO.: 018

OMF CODE: RANKYR COLUMN(S) 3830-3831

RANKMO 3832-3833

DEFINITION: A four-digit date (last two digits of year and month) of an officer's date of rank in his PRESENT GRADE.

NOTES:

Nine (99999999) may be recorded for officers whose date of rank is temporarily undetermined.

ENTRY NAME: **DECORATIONS CODE** OMF ITEM NO.: 019

OMF CODE: DECOCODE COLUMN(S) 3835

DEFINITION: A one-digit code reflecting the Navy decoration with the highest precedence awarded an officer. Decorations by other services and governments are not included.

Code	<u>Definition</u>
1 2	Medal of Honor Navy Cross
3	Distinguished Service Medal
4	Silver Star Medal
5	Legion of Merit
6	Distinguished Flying Cross
7	Navy and Marine Corps Medal
8	Bronze Star Medal
9	Meritorious Service Award
0	Air Medal

ENTRY NAME: **DEPENDENCY CODE**OMF ITEM NO.: 020

PRIMARY

OMF CODE: DEPEND1 COLUMN(S) 3836

DEFINITION: A one-position alphanumeric code where the primary dependent is defined as any person who bears to a member of the uniformed services any of the following relationships:

1. Lawful spouse

- 2. An unmarried child (including any of the following categories of children is such child is dependent on the member; a stepchild, an adopted child, or an illegitimate child whose alleged member-father has been judicially decreed to be the father of the child in writing by the member) who either:
 - A. is under 21 years of age; or
 - B. is incapable of self-support because of a mental or physical incapacity and is in fact dependent on the member for over one-half of his/her support.
- 3. The husband of a female member of the uniformed services is such dependent can prove that he is fact dependent on the female member for over half of his support.

Code	Definition					Code		<u>Definition</u>
0 1 2 3	Spouse		_	dependent		A B	2	dependent child dependent children
2				dependent		C		dependent children
				dependent				dependent children
4	Spouse	æ	3	dependent	children	E	5	dependent children
5	Spouse	æ	4	dependent	children	F	6	dependent children
6	Spouse	æ	5	dependent	children	G	7	dependent children
7	Spouse	&	6	dependent	children	Н	8	or more dependent children
8	Spouse	&	7	dependent	children	K	Ma	arried (no primary dependents) *
9	Spouse child:			or more de	ependent			-

^{*}Used to indentify service members married to other service members.

ENTRY NAME: DEPENDENCY CODE

SECONDARY

OMF ITEM NO.: 021

OMF CODE: DEPEND2

COLUMN(S) 3837

DEFNINTION: A one-position alphanumeric code which defines the dependency of a parent (includes step-parent, parent by adoption, or someone who has stood in loco parentis to the member at any time for a continuous period of at least 5 years before said member became 21 years of age) upon the service member.

Code	<u>Definition</u>
0	No dependent parent
J	<pre>1 dependent parent</pre>
S	2 dependent parents

ENTRY NAME: **DESIGNATOR** OMF ITEM NO.: 022

OMF CODE: DESIGOMF COLUMN(S) 3838-3841

DEFINITION: A four-digit numeric code used to categorize officers for accounting purposes and statistical purposes.

- 1. The first three digits are used to indicate an officer's billet or designation (for a listing of officer designator codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix B).
- The fourth digit indicates an officer's grade or status.

Code	<u>Definition</u>
0	An officer of the regular Navy whose permanent grade is ensign or above.
1	An officer of the regular Navy whose permanent status is Warrant Officer.
2	A temporary officer of the regular Navy whose permanent status is enlisted.
3	An officer of the regular Navy who is on the retired list.
4	An officer of the Naval Reserve whose permanent grade is enlisted.

ENTRY NAME: **DESIGNATOR - PENDING** OMF ITEM NO.: 023

OMF CODE: DESIGPEN COLUMN(S) 3842-3844

DEFINITION: A three-digit code which indicates a change to the high order position of an officer's designator which will become effective upon his detachment from his current duty station.

NOTES:

Please refer to the MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix B.

ENTRY NAME: **DESIGNATOR CHANGE** OMF ITEM NO.: 024
HISTORY - DATE

OMF CODE: DESCH1YR COLUMN(S) 3845-3846
DESCH1MO 3847-3848
DESCH2YR 3849-3850

DESCH2MO 3851-3852

DEFINITION: A four-digit date (last two digits of year and month) indicating the date an officer's designator was changed. A maximum of two designator change dates are recorded (DESCH1YR and DESCH1MO describe the most recent designator change date).

ENTRY NAME: **DESIGNATOR CHANGE** OMF ITEM NO.: 025

HISTORY - DESIGNATOR

OMF CODE: DESCH1 COLUMN(S) 3853-3856

DESCH2 3857-3860

DEFINITION: A four-digit numeric code used to categorize officers for accounting and statistical purposes. Designators previously assigned to an officer are recorded in these fields. A maximum of two previous designators may be recorded (DESCH1 describes the most recent designator change.

NOTES:

Designators 139X and 19XX will be deleted when space is required for other designators.

ENTRY NAME: DISTRIBUTION GRADE OMF ITEM NO.: 026

OMF CODE: DISGRADE COLUMN(S) 3861

DEFINITION: A one-position alphanumeric code which identifies the officer grade required for the billet currently occupied. The officer's grade can be actual or selected.

Code	Grade	Pay Grade	Abbr.
A	Fleet Admiral	012*	FADM
В	Admiral	010	ADM
С	Vice Admiral	09	VADM
D	Rear Admiral	08	RDMU
E	Rear Admiral (lower half)	07	RAML
G	Captain	06	CAPT
H	Commander	05	CDR
I	Lieutenant Commander	04	LCDR
J	Lieutenant	03	LT
K	Lieutenant (junior grade)	02	LTJG
L	Ensign	01	ENS
M	Chief Warrant Officer-4	W4	CWO4
N	Chief Warrant Officer-3	W 3	CW03
0	Chief Warrant Officer-2	W2	CWO2

^{*}Paygrade O12 is used here (vice paygrade O11) since paygrade O11 reflects an Admiral (paygrade O10) serving in certain billets for which additional pay is authorized (e.g., CNO, Chairman JCS).

ENTRY NAME: DISTRIBUTION GRADE

OMF ITEM NO.: 027

PENDING

OMF CODE: PNDGRADE

COLUMN(S) 3862

DEFINITION: A one-position alphanumeric code which identifies the grade required for a billet that an officer has been ordered to. Grade of officer can be either current or selected.

NOTES:

For codes, see OMF Item NO.: 026, Distribution Grade (DISGRADE).

ENTRY NAME: EDUCATION - COLLEGE NAME OMF ITEM NO.: 028

OMF CODE: COLLEGE1 COLUMN(S) 3863-3872

COLLEGE2 3873-3882

DEFINITION: A maximum ten alpha characters used to indica' the name of a school that an officer attended. School names are recorded only when education is above the high school level. A maximum of two college names may be recorded in an officer's record (COLLEGE1 describes the most recent school attended.

NOTES:

For listing of schools, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Appendix D.

ENTRY NAME: EDUCATION - LEVEL OMF ITEM NO.: 029

OMF CODE: EDLEVEL1 COLUMN(S) 3883 EDLEVEL2 3884

DEFINITION: A one-digit code used to reflect the level of an officer's educational achievement. A maximum of two degrees achieved may be recorded in an officer's record (EDLEVEL1 describes the most recent degree achieved).

Level Code	Definition
0 1	Less than high school. High School Graduate or high school level General Educational Development (GED) certificate.
2 3	Less than 2 years of college.
3	Two years of college credit, but less than 3 years.
4	Three or more years of undergraduate college credit, no bachelor's degree awarded; or a degree from a non-accredited school.
. 5	A minimum of 18 hours toward a master's degree, no degree awarded and no prior bachelor's degree has been earned.
6	PROF Baccalaureate degree or certain first professional degree (e.g., Law, Theology, Optometry, etc.)
7	Baccalaureate degree <u>and</u> a minimum of 18 hours toward a master's degree.
8	Master's degree or selected second professional degree.
R	Post-master's degree. Degree beyond the master's level but less than doctorate.
9	Doctor's degree, Ph.D or equivalent in selected fields.

ENTRY NAME: EDUCATION - MAJOR OMF ITEM NO.: 030

OMF CODE: EDMAJOR1

COLUMN(S) 3885-3886 3887-3888

EDMAJOR2

DEFINITION: A two-digit code used to reflect the major field of study if officer's record indicates more than two years of college. A maximum of two major fields of study may be recorded in an officer's record (EDMAJOR1 describes

the most recent major field of study).

NOTES:

For listing of major codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, Officer Data Card, Appendix D.

ENTRY NAME: EDUCATION - SPONSOR OMF ITEM NO.: 031

OMF CODE: EDSPN1 (EDYEAR1) COLUMN(S) 3889 EDSPN2 (EDYEAR2) 3890

DEFINITION: A one-character alpha code used to identify Navy-sponsored graduate or advanced courses and special programs. A maximum of two courses or programs may be recorded in an officer's record (EDSPN1 describes the most recent course or program attended).

Code	Definition
A	Immediate Graduate Education Program (IGEP)
N	Navy-sponsored graduate or advanced courses
E	Navy-enlisted Scientific Educational Program (NESEP)
В	Junior Line Officer Advanced Scientific Educational Program (BURKE)
Z	Designated CNO Scholar
Ğ	Advanced Education Program

ENTRY NAME: EDUCATION - YEAR COMPLETED OMF ITEM NO.: 032

OMF CODE: EDCOMYR1 COLUMN(S) 3891-3892 EDCOMYR2

3893-3894

A two-digit code (last two digits of year) DEFINITION: which indicate the year a degree was awarded or the last year of attendance. A maximum of two dates may be recorded in an officer's record (EDYEAR1 describes the most recent date a degree was awarded or year of attendance.

ENTRY NAME: EDUCATION HISTORY OMF ITEM NO.: 033

DATE PG DECLINED

OMF CODE: PGDECLYR COLUMN(S) 3895-3896

PGDECLMO 3897-3898

A four-position date (year and month) indicating the date an officer declined postgraduate

education.

ENTRY NAME: EDUCATION HISTORY OMF ITEM NO.: 034

PG DECLINE INDICATOR

OMF CODE: PGDECIND COLUMN(S) 3899

A one-position alpha indicator which DEFINITION: signifies that an officer, selected for a postgraduate education program, declined selection. Recorded code explains the reason for the declination.

Code	<u>Definition</u>
N	No reason stated
0	Obligated Service requirement unnacceptable
R	Impending RAD or resignation
С	Other curriculum more desirable
D	Delay in attendance desired
M	Miscellaneous

			Strongly Disagree	Disagree	Uncertain	Agree	Strongh Agree
	paration, because of deployments, a er less attractive		0	0	0	0	0
2. Family sep made my N	paration, because of work-ups and lavy career less attractive	training, (2867.)	0	0	0	0	0
	suffered due to the added respons arent and/or spouse		0	0	0	0	
	t back on my career involvement i eeds of my spouse and/or childrer		0	_ 0	0	0	0
Complet Oppose ①		Neutral ③		oderately upportive		impletely ipportive ⑤	
(2883 Complet Oppose	kely Moderately ed Opposed ②	Neutral ③	M Su			• •	
(2875 ○ I was ○ Full-1	e s	i shanse hi iluariik eli	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Other profes Jusiness/fir Javy officer Javy enliste Other militar Other (pleas	nance d y, officer	low)	

The following items pertain only to ex-Navy aviators. Ex-surface warfare officers should complete Part B.

		cribes the wariare specialty e majority of your career?
(2053 –		s majority or your career?
O VAL	O VF	○ HM
O VAM	O VP	O HS
O VAQ	O 10	O HSL
O VAW	O VS	Other support (e.g., VRC)
O VC	O HC	O Other

2.	While in		, which	statement	most	applied
----	----------	--	---------	-----------	------	---------

- O I considered myself an aviator, first and I
- O I was primarily an aviator and secondaril officer.
- O I was an equal balance of both.
- O I was primarily a Navy ufficer and second aviator.
- O I considered myself a Navy officer, first a foremost.

		1	2	3	4	5
(0051)		Very Negative		Neutral		Very Position
a. Amount of flying time		0	0	3	0	3
b. Quality of flying time	, .	0	②	<u> </u>	<u> </u>	<u> </u>
During your final year in the Navy, appreximately how many hours a week did you fly? (2058)			r principal a apportunition	ource of Infores? (26	mation abou	ıt
 Duty involved no flying Less than 5 hours 5-10 hours 11-15 hours 16-20 hours 		Mass mCivilianCivilian		nt firms		
More than 20 hours]	O FAPA in	formation	fy)		
THANK YOU FOR YOUR ASSISTA	NOE V	MTU TU		ETIONN	AIDE	
PART B. SURFACE WARFARE (The following items pertain only to ex-surface warfare officers. Conwith the following items.			er, please is	dicate your i	evel of agre	ement
The following items pertain only to ex-surface warfare officers. Con		Strongly	per, please in Disagree	dicate your i	evel of agra	Strong
The following items pertain only to ex-surface warfare officers. Con with the following items. More emphasis should have been placed on developing the technical competence of the division heads rather	ncerning yo	ur Nevy can		•		Strong Agree
The following items pertain only to ex-surface warfare officers. Conwith the following items. More emphasis should have been placed on developing the technical competence of the division heads rather than the department heads	ncerning yo	Strongly Disagree	Disagree	Uncertain	Agree	Strong Agree
The following items pertain only to ex-surface warfare officers. Conwith the following items. More emphasis should have been placed on developing the technical competence of the division heads rather than the department heads	23)	Strongly Disagree	Disagree	Uncertain	Agree	Strong Agree
The following items pertain only to ex-surface warfare officers. Con	23)	Strongly Disagree	Disagree O	Uncertain O	Agree O	Strong Agree

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE

APPENDIX U GENERAL URL OFFICER RESIGNATION QUESTIONNAIRE

GENERAL URL OFFICER RESIGNATION QUESTIONNAIRE





NAVY PERSONNEL
RESEARCH and DEVELOPMENT CENTER

San Diego, California 92152-6800



PRIVACY ACT

Under the authority of 5 USC 301, information regarding your background, attitudes and experiences in the Navy is requested to provide input to a series of studies on officer career processes and retention. THE INFORMATION PROVIDED BY YOU WILL NOT BECOME PART OF YOUR OFFICIAL RECORD, NOR WILL IT AFFECT YOU IN ANY WAY. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionaire constitutes acknowledgement of these Privacy Act provisions.

A. BACKGROUND INFORMATION:

The following questions pertain to your status at the time you left the Navy as an active duty officer.

1. Social Security Number: (1 - 9)	6. Number of children:
(1 - 9) 2. Your rank:	(2035) a. () 0 d. () 3 b. () 1 e. () 4
(2032)	c. () 2 f. () 5 or more
()0-1 ()0-2 ()0-3 ()0-4 ()0-5	7. Generally speaking, were your fitness reports in the:
3. Designator:	(3186)
	a. () Top 1% d. () Top 30% b. () Top 5% e. () Top 50%
(2020 - 2023)	c. () Top 10% f. () Bottom 50%
4. How many years were you an active duty officer?	
(2070 - 2071) a. () Less than 5 f. () 9	 Please list any sub-specialties you obtained while in the Navy.
b. () 5 g. () 10	m uz nevy.
c. () 6 h. () 11-12 d. () 7 i. () 13-14	
d. () 7 i. () 13-14 e. () 8 j. () More than 14	•
, () Here	
5. Marital status:	b
a. () Married d. () Divorced	
b. () Widowed e. () Never Marrie	d 🚪
c. () Separated	c

B. GENERAL IMPRESSIONS REGARDING TURNOVER:

The following questions assess your general attitudes regarding your leaving active duty.

1.	When I le	fi active du 149)	ty service, it	felt like a	big change:	2. Taking ev	erything into ion to leave t	account, how so	stisfied are ;	yo
	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	(315	0)	Neither		
	(1)	(2)	(3)	(4)	(5)	Very Dissatisfied	Dissetisfied	Satisfied Nor Dissatisfied	Setisfied	
						(1)	(2)	(3)	(4)	

		Not at all Important	Somewhat Important	Considerably Important	Very Important	Of Utmost Importance
3.	Of all of your experiences since high school, how important a role has your Navy career played? (3153)	()	()	()	()	()
4.	How important was resignation from the Navy to you at the time you resigned? (3154)	()	()	()	()	()

C. THE TURNOVER DECISION:

This section contains questions associated with your decision to leave the Navy. In some places you will be asked to write in comments. Once again, what you write will be kept in the utmost confidence and the results will only be used to help better understand and manage the transition from the Navy to the outside world.

1. What is your evaluation of the following aspects of your Navy career?

			Very Negative		Noutrai		Very Positive
			1	2	3	4	5
L	Detailers	(2335)	()	()	()	()	()
b.	Assignments received	(2336)	()	()	()	()	()
C.	Change of assignments at 2-3 year intervals	(2337)	()	()	()	()	()
d.	Changes of geographic location with assignment	nt changes (23	38)()	()	()	()	()
e.	Commissary and Exchange benefits	(2343)	()	()	()	()	()
£.	Medical benefits/care	(2344)	()	O	()	()	()
8.	Amount of paperwork	(2345)	()	()	()	()	()
h.	Crisis management	(2347)	()	()	()	\mathbf{O}	()
i	Fellow Navy officers	(2348)	()	O	()	\mathbf{O}	()
j	Leadership provided to you	(2349)	()	\mathbf{O}	()	O	()
k.	Work hours	(2350)	()	()	()	()	()

2. If you had to do it over again, would you leave the Navy prior to retirement? (2356)

Definitely	Probably		Probably	Definitely
Would Not	Would Not		Would	Would
(1)	(2)	(3)	(4)	(5)

Why	n

3.	During the year before you made a strong effort to hav as an active duty officer?		 When you left active duty service to what degree did you have a new job lined up? (Please check all the appropriate responses).
	Definitely Probably 1 Did Not Did Not (1) (2)	Probably Definitely Did Did (3) (4)	 a. () I had no idea what I was going to do. (3629) b. () I had sought out relevant information about jobs. (3630) c. () I had decided the type of job and location I wanted. (3631)
4.	Thinking back to when you approximately how long did active duty? a. () Until my obligation b. () Probably no more t. c. () Probably no more t. d. () Probably no more t. e. () More than 20 years f. () I really had no firm	d you plan to be on (2646) h was up, then 10 years, than 15 years, than 20 years,	d. () I had held initial interviews with prospective employers. e. () I had held follow-up interviews with employers interested in me. (3633) f. () A realistic job offer had been made to me. (3634) g. () I had accepted a job offer. (3635) h. () Not applicable—I knew that I would be self-employed. (3636) i. () Not applicable—I had not looked for a job. (3637)
5.	When did you first decide to retire from active duty set a. () Before I got my conb. () 1-2 years after I got c. () 3-4 years after I got d. () 5-6 years after I got e. () 7-8 years after I got f. () 9-10 years after I got g. () More than 10 years	rvice? (2645) mmission. t my commission. t my commission. t my commission. t my commission. t my commission. t my commission.	10. To what extent was your Navy experience and training useful in your civilian job(s)? That is, was there some continuity or was it like starting your career all over again? (2655) To a Not To a Little To Some Consider- To a Great at all Extent Extent able Extent Extent (1) (2) (3) (4) (5) 11. What job did you take, right after leaving active duty service?
6.	When you left active duty s US Navy Reserves? a. () Yes b. () No c. () No, but plan to join d. () Not aligible	(2648)	12. What was your approximate gross income your first year out of active Juty service (including any bommes)?
7.	Are you still in the active n a. () Yes b. () No c. () Not applicable	eserves, if you joined up?	a. () Lass than \$20,000 (2656) b. () \$20,000-\$27,500 c. () \$27,501-\$35,000 d. () \$35,001-\$42,500 e. () \$42,501-\$50,000 f. () \$50,001-\$57,500 i. () \$57,501-\$65,000 h. () More than \$65,000
8.	Prior to submitting your let have a civilian job "in hand a. () Yes b. () No	tter of resignation did you 1"? (2651)	13. What is your current job?

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16. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus obtaining them in your civilian career.

		(IVILL	N			NAV	Y
		Substantially Better 1	Much Better 2	Better 3	Comparable 4	Better 5	Much Better 6	Substantially Better 7
L	Interesting and challenging work	\mathbf{O}	(2373)	()	()	()	()	()
ъ.	Work hours	()	(2375)	()	()	()	()	()
c.	Minimal work stress	()	(2376)	\mathbf{O}	()	()	()	()
d.	Freedom from hassles	()	(2377)	()	O	()	()	()
e.	Pay and allowances	()	(2379)	()	()	()	()	()
f.	Health benefits/care	()	(2380)	()	()	()	()	()
8.	Job security	()	(2381)	()	\mathbf{O}	()	()	()
h.	Family stability	\mathbf{O}	(2382)	()	\mathbf{O}	()	()	()
i.	Desirable place to live	()	(2383)	()	\mathbf{O}	()	()	()
j.	Desirable co-workers	()	(2384)	()	\mathbf{O}	()	()	()
k.	Responsibility	()	(2386)	()	Ο.	()	()	()
L	Chance for spouse to develop own interests	()	(2387)	()	()	()	()	()
m.	Quality leadership	()	(2388)	()	()	()	()	()
D.	Presdom from crisis management	()	(2394)	()	()	()	()	()

17. Please describe the circumstances that finally led you to leave active duty service and what impact this decision has had on your life.

Navy office	based on th	e decision	cision to leav to leave by / ere leaving?	e the killow Nevy	Ĭ	hich on ur expe (2 Never
Not at all	To a Little Extent	To Some Extent	To a Consider- able Extent		ъ.	Tende
(1)	(2)	(3)	(4)	(5)	6.	Tende emous detail
					d.	Tende Howe accept
active Navy		roed or will			•	Tende experi senior did I i
,			To a Consider- 1 able Extent		£.	Tende
(1)	(2)	(3)	(4)	(5)		No an

 Which one of the following statements best describe your experiences in obtaining assignments in the Na (2277) 		y ?	
	•	Never went through reassignment.	()
	b.	Tended to run smoothlymy detailer located an acceptable billet relatively quickly.	()
(C.	Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way.	()
•	d.	Tended to be a very difficult, unhappy experience However, I eventually received a astisfactory or acceptable assignment.	i. ()
•	3.	Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme efforts on my part did I ultimately secsive a satisfactory or acceptable assignment.	()
1	E.	Tended to be a completely hopeless simution. No amount of effort on my part or by others was successful in influencing the system.	()

D. SOCIAL SUPPORT--Regarding the Turnover Decision:

These items refer to how supportive those around you were to your decision to resign from active duty.

	Doesn't Apply	Not at	A Little	Somewhat	Very Much
How much did each of these people accept your decision to leave active duty?					
a. Your CO	()	(3058)	()	O	()
b. Other officers you worked with (in general)	ö	(3059)	$\ddot{0}$	ö	\ddot{o}
c. Your spouse	$\ddot{0}$	(3060)	$\ddot{0}$	Ö	Ö
d. Friends and relatives	Ö	(3061)	()	Ö	Ö
e. Your detailer	Ö	(3062)	Ö	Ö	() () ()
2. How much did the following people think that leaving active duty was the best decision for you?		(00/0)			
a. Your CO	()	(3063)	()	()	()
b. Other officers you worked with (in general)	()	(3064)	Ö	()	()
c. Your spouse	()	(3065)	()	()	$\overset{\circ}{0}$
d. Friends and relatives	()	(3066)	()	()	()
e. Your detailer	()	(3067)	()	()	()
3. How much did each of these people go out of their way to make the transition to civilian life easier for you?					
a. Your CO	()	(3068)	()	()	()
b. Other officers you worked with (in general)	()	(3069)	()	Ω	() () ()
c. Your spouse	Ω	(3070)	Ω	Ω	Ω
d. Friends and relatives	Ω	(3071)	Ω	()	Ω
e. Your detailer	()	(3072)	()	()	()
4. How much did these people make an affort to encourage you to reverse your decision to leave active duty?					
A Your CO	()	(3073)	()	()	()
b. Other officers you worked with (in general)	Ö	(3074)	$\ddot{0}$	()	
c. Your spouse	()	• • •	()	()	() () ()
d. Priends and relatives	()	(3075)	()	Ö	()
e. Your detailer	()	(3076)	Ö	()	()
		(3077)			

5. How important was the support you received from each of the following people while you were making the decision to submit your latter of resignation?

			Doesn't Apply	Not at all Important	Somewhat Important	Considerably Important	Very Important	Of Utmost Importance
	Your CO	(3078)	\mathbf{O}	()	()	()	\mathbf{O}	\Box
b.	Other officers you worked with (in general)	(3079)	()	()	()	()	()	()
C.	Your spouse	(3080)	()	()	()	()	()	()
d.	Priends and relatives	(3081)	()	()	()	O	()	()
€.	Your detailer	(3082)	()	()	()	()	()	()

E. FAMILY AND CAREER:

These items refer to the impact of your family on your Navy career.

		-	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	N/A
1.	My spouse's career limited considerably the options evailable to me in my career decisions.	(2860)	0	()	()	O	()	()
2.	My spouse's career was more important to me than my Navy career.	(2861)	()	()	()	\mathbf{O}	()	. ()
3.	Problems with colocation made my Navy career less attractive.	(2871)	()	()	\mathbf{O}	\mathbf{O}	()	()
4.	I had to cut back on my career involvement in order order to meet the needs of my spouse and/or children.	(2863)	()	()	()	\mathbf{O}	()	()
5.	My career suffered due to the added responsibilities. I had as a parent and/or spouse.	(2870)	· ()	()	O	()	()	() -
6.	Counseling should be available to married couples to help them reduce the stress associated with dual current marriages.	(2864)	()	O	O	()	()	0
7.	Better support services (e.g. spouse employment in a new community and/or help in planning and coping with a transfer) should be provided for transferring couples.	(2865)	O	()	()	()	()	()
8.	A single female General URL has a greater opportunity to succeed in the Navy than does a married female General URL.	(2868)	()	()	()	()	()	0

F. GENERAL URL COMMUNITY:

			Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree
1.	As a General URL officer, I was frequently assigned to billets that curver-oriented officers from other communities found unacceptable.	(2729)	0	()	()	()	O
2.	The billets for which General URL officers are eligible are some of the Nevy's most important jobs.	(2734)	0	\mathbf{O}	()	()	O
3.	The billets that I received were a good reflection of my past experience and performance.	(2334)	O	\mathbf{O}	()	()	()
C.	General URL officers are held in high esteem by the rest of the Navy.	(2735)	()	()	()	()	()
5.	General URL officers have a very strong feeling of community.	(2736)	()	()	\mathbf{O}	()	()
5 .	A good career counseling system for General URLs probably would have prevented me from leaving the Navy.	(2759)	· ()	()	()	()	()
7.	When contemplating whether or not to leave the Nevy, I was aware of the possibility of switch- ing designators (e.g. to Restricted Line, Staff, or Surface Warfare).	(2760)	0	()	()	()	()

G. PLANNING AND ADJUSTMENTS:

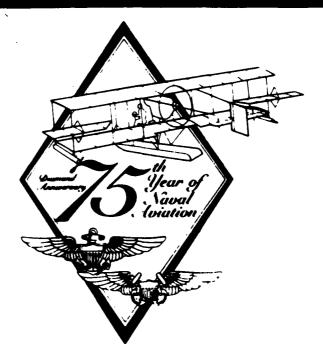
•	In retrospect, how prepared were you for civilian employment after you left the Navy? If you fell you were relatively unprepared, what (if anything) could you have done to better prepare yourself?									

					
				·····	
	 				
That are you	r career or jo	b goals and	plans at the p	resent time?	
				resent time?	
•					
•					
•					

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONAIRE

APPENDIX V AVIATION CAREERS IN TRANSITION QUESTIONNAIRE

AVIATION CAREERS IN TRANSITION





NAVY PERSONNEL RESEARCH and DEVELOPMENT CENTER

San Diego, California 92152-6800



MARKING INSTRUCTIONS Use No. 2 PENCIL ONLY Use a No. 2 pencil only. Read each question carefully. Make a HEAVY BLACK MARK that FILLS THE CIRCLE representing your answer. Please do not make stray marks of any kind. INCORRECT MARKS O O O O

children

PRIVACY ACT NOTICE

Under the authority of 5 USC 301, information regarding your background, attitudes, experiences, and future intentions in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record, nor will it be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

A. BACKGROUND INFORMATION

			т —					_								
1. Social Security No.:	١_						_	-		1	6.		questionn	aire comple	rted:	
(1 - 9)	0	0	0	9	© © ©	99	000000	980	0	1			(2049)		O Nov. 0	
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Security No. in the	2	②	0	②	®	0	@	12	@	Ì			Sept 86		O Dec 8	b
boxes provided.	3	3	3	0	3	0	9	•	3		,	O	Oct 86			
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propriate bubble	(3)	0	3	0	3	•	0	0	(3)	ı	7.		r awarded (
below <u>each</u> number.	6	0	0	0	0	•	0	•	0	1			(2051 -	- 2052)		
	0	0	0	0	0	0	0	0	0	1		0			O 76-77	
	10	0	0	0	0	1	0	0	0	İ			84-85		O 74-75	
	0	•	0	0	0	0	•	D	0	Ì			82-8 3		O 72-73	
										Ì		_	80-81		O Before	e 1972
										1	(0	78-79		O Not a	pplicable
2. Current designator:	1									1						
(2020 - 2023)	0	0	0	0							8.1	Whi	ch of the fe	llewing be	st describes	your warfare
,		0	0	0						-			cialty comm			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
2a. Aviator type:	1	0	@	②						Ţ			(2053 -			
(2050)	1	0	0	0						ı	(0	VAL .	O VF	0	HM .
O Pilot	l	0	0	0						Į	(0	VAM	O VP	0	HS
O NFO	l	0	③	0						1	(0	VAW	O VQ	0	HSL
	Ι.		0	0						ı	(Ō 1	VAQ	O VS	0	Other support (e.g., VRC)
1		0	0	0						1	(Ō١	VC	O HC		Other
			0	0						ı		_		•	_	
1	[]	Õ	o	Õ						1	•	lla.	less beve	been	member of	the above
L Did you	u ans	_			2a?					-			tare specia			
• • •			•							1	,	W 81	(2055)		ancy :	
3. Grade:										1	(0	Less than	1 year	O 6-9 ye	ars
(2032)										1			1-2 years	•	0 10-14	
001 00	3		0-5	,		0-7	7			1			3-5 years			more years
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• - • •										ł	10	1		e annalallu		•
4. Sex: O Male	•) Fe	male	!					1	14.	hou hou	MANY SUR	a specially	communitie	.
(2033)										1		W V	(205	6)		
5. Family status:										Ì	(0	None	O 2	0	4 or more
(2034)										1		ŏ		O 3	•	• •
O Single) Ma	rrie	d, wi	th c	ildr	en		1		_	-			
O Single parent) Se							1						
O Married, withou	it		Ott			•				1						

	ich of the below Surface Warfars qualifications re you obtained? (2057)	12. Appreximately (205	(8)	y hours a v	rook de ye	u fly?	
	O None O Several but not SW0 qualified O One goal, not OOD (U) Am SW0 qualified	O Duty involve O Less than O 5-10 hours	5 hours	O 16-20		nours	
行。	B. CURRENT BILLE			NME	NT		
	e questions deal with different aspects of work. Please indicate <u>h</u> our job.	ew eften these aspec	ts appear				
a.	How often are you unsure about what your nonflying job responsibilities are?	(2216)		Rarely Or Never	2 Some- times ②	3 Fairly Often ③	4 Very Often
· b.	How often can you predict what others will expect of you on the job?	(2217)		0	@	3	•
C.	How much of the time are your work objectives poorly de	fined? (2218)		0	2	3	•
d.	How often are you clear about what others expect of you on the job?	(2219)		0	②	3	•
	following statements deal with different aspects of work. How stre	ongły do you					
agre	e or disagree with each statement?		Strongly		3	4	5 Strong
a .	On my job, I know exactly what is expected of me	(2220)	Disagree ①	agree ②	Uncertain ③	Agree ②	Agree (3)
b.	Rarely do I know what I have to do on my job	(2221)	0	2	3	•	3
C.	On my job there are procedures for handling everything that comes up.	(22,22)	0	②	3	•	•
d.	My job has rules and regulations concerning almost ever I might do or say.	ything (2223)	0	②	3	•	③
e.	My superior does not give me clear goals to achieve	(2224)	0	2	③	•	•
f.	My superior makes it clear how I should do my work	(2225)	0	②	③	•	•
g.	I don't know what performance standards are expected o	f me (2226) .	0	②	3	•	3
	icts can eccur in any jeb. <u>Hew eften</u> de yeu face problems in yeu i belew?	r work like these					
a.	Persons who have equal rank over you ask you to do			1 Rarely Or Never	2 Some- times	3 Fairly Often	Very Often
-	things which conflict.	(2227)		0	0	3	0
b.	People who closely supervise your work give you things to which conflict with one another	to do (2228) .		0	②	9	•
C.	Persons who do not have authority over you give you thir which conflict with other work you have to do	gs to do (2229) .		0	②	③	0

4. Here are some items about how people may leaf. When you think about your feelings during the past two weeks, how much of the time did you feel this way?

		1	2	3	4
		Never Or Little O The Tim			t Most Of The Time
	I felt good	. 0	2	3	0
	I felt nervous		Y.		
	i felt angry	0	0	3	0
	I felt sad.	· · · · · · · · · · · · · · · · · · ·	-	LID E	
	I felt jittery	. 0	2	3	0
	I felt calm.	44.6	3		
	I felt aggravated	. 0	2	3	•
,	I felt unhappy.				
	I felt irritated	. 0	②	3	•
	I felt depressed.				70
	I felt fidgety	. 0	2	3	•
	I felt blue		" D	* ********	* O
	I felt cheerful	. 0	②	3	•
	I felt annoyed		*	•) (

5. How strongly do you agree or disagree with these statements about yourself?

а.	Sometimes I feel that I'm being pushed		1 Strongly Disagree	Dis- agree	3 Uncertain	4 Agree	Strongly Agree
-	around in life	2244)	0	@	3	•	⑤ ,
b.	I have little control over the things that happen to me	2245)	Ð	0	•	@ .	
C.	I can do just about anything I really set my mind to	2246)	0	0	3	•	⑤
d.	What happens to me in the future mostly depends on me		0		. 0	•	
e.	There is little I can do to change many of the important things in my life		0	②	3	•	6

8. Overall, how would you describe your adjustment to the leadership role of a Navy officer? Would you say you understand and accept the responsibilities the position entails?

(2249)

- O Very well adjusted
- O Adjusted
- O Somewhat adjusted
- O Not well adjusted
- O Don't know

7. Overall, how would you describe your adjustment to your present hillet and assignment?

(2250)

- O Very well adjusted
- O Adjusted
- O Somewhat adjusted
- O Not well adjusted
- O Don't know

8. Most of us have in our minds an idea of an "ideal" career and work situation for ourselves. Would you say that your <u>current career</u> in the Navy is:

(2251)

- O A very poor match with your ideal
- O A poor match with your ideal
- O Probably ok, but there are portions of it that are a poor match
- O A good match with your ideal
- O A very good match with your ideal
- O Uncertain at this time

C. COMMUNITY CAREER MANAGEMENT



		A. PRI	SENTL	Y HAVE	_	B. SHOULI	HAVE	
	None	Little	Some	Quite A Bit	Very Much	None Little Som	Quite A Bit	Very Much
Yourself	0	(2,773	<u>)</u>	0	0	O (2782)_O	0	0
Other officers you work with (in general)		(2774	10:		70	O (2783)*O	Q	Ö
Your CO		(2775	\mathcal{O}	O	O	O (2784) O	Q	Ō
Other COs in your wing.		(2776	0	O	0	O (2785) O	. 0	ď
The wing commander				0	0	O (2786) O	0	. 0
Detailers	0	(2778	50	•	0	O (2787) O	. 0	0
Placement officers		(2779	_	Õ	ŏ	O (2788) O	Ö	Ō
The aviation community manager	1	(2780	•	Ŏ	ŏ	O (2789) O	Ö	O
	1 _	•	-	Š	Š	O (2790) O	Õ	Õ
DCNO (Air Warfare)		(2781	, 0		0	■ ○ (2/90) ○	0	

2. How much say or influence do you think each of the following officers (A) presently have and (B) should have over the direction of your career path in the Navy?

	A. PRESENTLY HAVE	B. SHOULD HAVE
	Quite Very None Little Some A Bit Much	Quite Very None Little Some A Bit Much
a. Yourself. b. Other officers you work with (in general) c. Your CO. d. Other COs in your wing. e. The wing commander. f. Detailers g. Placement officers h. The aviation community manager i. DCNO (Air Warfare).	O (2791) O O O O O (2792) O O O O O O O O O O O O O O O O O O O	○ (2800) ○ ○ ○ (2801) ○ ○ ○ (2802) ○ ○ ○ (2803) ○ ○ ○ (2803) ○ ○ ○ (2804) ○ ○ ○ (2805) ○ ○ ○ (2806) ○ ○ ○ (2807) ○ ○ ○ (2808) ○ ○

3. Belon <u>curr</u>	w are several statements that relate to the way career policy is in ant extent that each statement is true for your community and the	iplomenti i indicati	id in your (B) your	prefer	unity (Vi	YF, VAL, e	tc.). First (statement (indicat be true	in (A) the L
		A	CURRE	VT EXT	ENT	В	. PREFERF	ED EX	TENT
		Not At Ali	A Little Extent	Some Extent	Consider- able Extent	Not At All	Little	Some Extent	Consider- able Extent
	Established career policies and practices make life difficult for the nonconformist in a squadron.	0	(2809)	0	0	0	(2821)	0	0
	It is clear as to which assignments will enhance an officer's career, although this information may not be explicitly stated in a manual somewhere. Officers instinctively know what billets are required in	7.8	(2810)	6	•	0	(2822)	0	0
đ.	There is a lot of flexibility available to efficers to determine their own career path.	A 6 6 6	(2811) O	: :O	.0	1	(28 ² 3)	_	. 0
e.	An officer's Navy career is fairly well planned out for him.	'	(2812) (2813)	_	0		(2824) (2825)	_	0
f.	There are a lot of written rules and regulations that determine officer careers in my community	l _	(2813) (2814)	_	0		(2825) (2826)	_	0
g.	Very little information about which assignments will enhance an officer's career is explicitly stated in a manual somewhere.		_	_	0			_	0
h.	Written policy clearly states what assignments and billets are required in order to be promoted	. '	(2815) (2816)	_	0	_	(2827) (2828)	_	0
i.	Promotion is obtained by learning and following standard work procedures.	l _	(2816) (2817)	_	0		(2828) (2829)	_	0
•	Promotion is obtained by questioning well-established ways of doing things	l _	(2817) (2818)	_	0		(2829) (2830)	_	0
	My community uses an "old boy" (informal) network to keep tabs on officers for best assignments.	l _	(2819)	_	0		(2831)	_	0
1.	It's not so much "what you do" but "who you know" that gets one ahead in this community		O 2820)	0	0	0	(2832)	_	0
of the	in your community, how easy would it be to retate efficers same grade, so that each could do a good jeb performing thers' tasks — in non-operational assignments? (2833)	COU		od jeb	pertermi	nould be sim ng the other . (2835	s' tasks —		that each
	Very difficult. Most members would need extensive retraining.	!	Strongly				_		trongly
	Quite difficult. Some members would need extensive retraining.		Disagree	Dis	sagree O	Uncertain	Agree	•	Agree O
	Somewhat difficult. A few members would need retraining. Quite easy. Some members would need only minor retraining.								
0	Very easy. No members would need retraining.								
of the	n your community, how easy would it be to retate officers same grade, so that each could do a good job performing hers' tasks—in operational assignments? (2834)	COU		ed jeb Esigna	performi	nould be sim ng the other 2836)		<u>in</u>	that each
0	Very difficult. Most members would need extensive retraining.		Disagree		sagree	Uncertain	Agree		Agree
0	Quite difficult. Some members would need extensive retraining.		0		0	0	0		0
	Somewhat difficult. A few members would need retraining. Quite easy. Some members would need only minor retraining.								
0	Very easy. No members would need retraining.								

Navy career that you could take advantage of within the next six menths? (2837)	with apprexim	stoly the sa	me incom (38)	e and frin	ge benefits	UND MOV
 To a very great extent To a considerable extent To some extent To a little extent Not at all 	O Very ea. O Somewl O Somewl O Very dif	hat easy hat difficul	it			
D. SUPPORT I		ARE	ER			in Marine
These items refer to how supportive these around you are to your care	er in the Navy.		_			
How much do each of these people go out of their way to do things to make your work life easier for you?		Doesn't Apply	Not At	3 A Little	4 Somewhat	5 Very t Much
a. Your immediate superior	(3019) (3020) (3021)	0000 0	② ② ② ②	9 9 9 9	9 9 9 9	(a) (b) (c) (c) (d) (d)
2. How easy is it to talk with each of the following people about career issues?						
a. Your immediate superior	. (3024)	00000	② ② ② ② ②	9 9 9 9	•••••	6 6 6 6
3. When things get tough at work, how helpful are these people?						
a. Your immediate superior b. Other officers you work with (in general). c. Your spouse. d. Friends and relatives e. Your detailer 4. How much is each of the following people willing to	. (3029)		@ @ @ @	9 9 9 9	0000	9 9 9 9
listen to your personal problems?						٠
a. Your immediate superior	. (3034)	0 0 0 0 0	② ② ② ②	9 9 9 9	0 0 0 0 0	5 6 6 6
5. How important is it that you get support from each of the following people?		1 Not At All	2 Somewhat	3 Considerab		5 Of Utmo:
a. Your immediate superior	. (3039) (3040)	00000	② ② ② ② ②	9 9 9 9	00000	9 9 9 9



O Less than 1 year

1. How many years have you been married to your current spouse? (2877)

O 6-10 years

E. MARRIAGE AND YOUR CAREER

Married efficers complete this section. Single efficers please skip this section and go to Section F, on page 9.

3. How do you think your spouse feels toward your Navy career? (2883)

O Moderately supportive

O Completely opposed

		1-2 years 3-5 years			1-15 years lore than 1	5 years	1) Moderate) Neutral	ly oppo	sed .	O Com	ipietery suj	pportive
			A1 - 00				4. How	is your spou (287)	se prim a 5 – 28	erliy empley 876)	ed? (Che	sse best res	pense)
Z .	All II	(2879)	illow Deliait	a Aon saa Aon	are with yo	our marriage?) Full-time) Secretary				er profession of the professio	onai
		Not at all Satisfied	Not too Satisfied	Somewhat Satisfied	Very Satisfied	Extremely Satisfied		Retail sal				y enlisted er military,	officer
		0	0	0	0	0		Nurse Engineer				er military,	
5.	Pleas	se indicate y	our degree d	of agreement v	with the bel	ow statements (which rela	ite to the fam	iliy's imp	pact on your	career.		
								1	2	3	4	5	<u>6</u> .
	2	My snous	o's career li	imite consid	erably the	options availa	ahle in	Strongly Disagree	Dis- agree	Uncertain	Agree	Strongly Agree	NA
		my career	decisions.					① (286	② 0)	3	•	⑤	©
	b.					ortant to me th		① (286	② 1)	3	•	•	•
		career les	s attractive	to <u>my spou</u>	<u>se</u>	makes my Na		① (287)	② 2)	3	•	⑤	•
		career les	s attractive	to myself.		makes my Na		① (287	② 3)	③	0	•	•
		problem.				ing hours, is a		① (286	② 7)	9	0	•	•
	f.					effort to locate relocate		① (286	② 2)	3	•	©	
٠	g.	I have cut needs of n	back on my ny spouse a	y career invo and/or child	olvement ir ren	order to mee	et the	① (286	② 3)	3	0	•	©
	h.					couples to help er marriages.		① (286	②	3	•	•	•
	i.	help in co	ping with re	elocation) sh	ould be pr	yment informa ovided for		0	①	3	0		⑥
		(1919ISI)	ig outhies.					(286					

F. RATING CAREER EVENTS

1. Please rate the magnitude of the following career events. Strive to give your opinion of the degree of personal change required by t "average" officer within your community to successfully a/just after the event.

		1 2 Little Or No	3 A Moderate Amount Of	4	5 A Great Deal Of	6 Don't
а	Entering flight training	Change (3083)	Change ③	•	Change ⑤	Know ⑥
b	Obtaining your wings	1	3	•	⑤	•
C	Entering first operational squadron		3	•	⑤	6
d.	Leaving on first deployment		3	•	⑤	6
e.	Entering first shore assignment	1	3	•	⑤	6
f.	Approaching end of obligation—the continuation decision	① ② (3088)	3	•	⑤	6
g.	Voluntarily resigning from active duty	① ② (3089)	3	•	⑤	6
ħ.	Entering a ship's company tour (disassociated)	① ② (3090)	3	•	⑤	©
i.	Entering second operational squadron	① ② (3091)	3	•	(5)	6
j.	Entering a full-time education program (War College, NPGS, etc.).	① ② (3092)	3	•	3	6
k.	Screening for department head (VP community only)	① ② (3093)	3	•	3	•
l.	Screening for Test Pilot school (omit if not applicable)	① ② (3094)	3	•	⑤	•
m.	Becoming department head	① ② (3095)	3	•	⑤	6
n.	Screening for a proven subspecialty	① ② (3096)	3	•	(3)	•
0.	Screening for command	① ② (3097)	3	•	3	©
p.	Failing to be selected for command	① ② (3098)	3	•	3	6
Q.	Becoming squadron XO	① ② (3099)	3	•	(5)	. 6
r.	Becoming squadron CO	① ② (3100)	3	•	(3)	•
S.	Leaving CO tour	① ② (3101)	3	•	⑤	©
t.	Coming upon 20 years – the retirement decision	① ② (3102)	3	•	⑤	6
U.	reciding to retire or not to retire as soon as eligible	① ② (3103)	3	•	⑤	•
V.	Being selected for 0-6	① ② (3104)	3	•	⑤	•
W.	Being selected for flag rank	① ② (3105)	3	•	⑤	•
X.	Retiring from active duty	① ② (3106)	3	•	③	•

2. Now, please rate the desirability of these same events. That is, provide your impression of how desirable each of these potential events are to you, regardless of the effect they possibly may have on advancement in your Nevy eareer.

		1 2 Not At All	3 Moderately	4	5 Extremely	6 Don't	-
		Desirable	Desirable	_	Desirable	Know	
a.	Entering flight training	(3107)	3	0	•	•	
b.	Obtaining your wings	① ② (3108)	3	•	©	•	
C.	Entering first operational squadron	① ② (3109)	3	0	⑤	©	
đ.	Leaving on first deployment	① ② (3110)	③	•	⑤	6	
e.	Entering first shore assignment	① ② (3111)	③	0	⑤	•	
f.	Approaching end of obligation – the continuation decision	① ② (3112)	3	0	⑤	•	•
g.	Voluntarily resigning from active duty	① ② (3113)	3	•	⑤	•	
h.	Entering a ship's company tour (disassociated)	① ② (3114)	3	•	•	•	
i.	Entering second operational squadron	① ② (3115)	3	•	•	•	•
j.	Entering a full-time education program (War College, NPGS, etc.).	① ② (3116)	3	•	3	©	
k.	Screening for department head (VP community only)	① ② (3117)	3	•	•	•	
1.	Screening for Test Pilot school (omit if not applicable)	① ② (3118)	3	•	⑤	©	
m.	Becoming department head	① ② (3119)	3	•	⑤	©	
n	Screening for a proven subspecialty	① ② (3120)	3	•	⑤	©	
0.	Screening for command	① ② (3121)	3	•	•	•	
p.	Failing to be selected for command	① ② (3122)	3	•	•	•	
q.	Becoming squadron XO	① ② (3123)	3	•	⑤	•	
۲.	Becoming squadron CO	① ② (3124)	3	•	⑤	•	
S.	Leaving CO tour	① ② (3125)	③	•	⑤	•	1
t.	Coming upon 20 years — the retirement decision	① ② (3126)	③	•	⑤	©	
U.	Deciding to retire or not to retire as soon as eligible	0 0	3	•	•	0	
V.	Being selected for 0-6	(3127) ① ②	③	0	•	•	
w.	Being selected for flag rank	(3128) ① ②	9	0	•	•	•
X.	Retiring from active duty	(3129) ① ② (3130)	3	0	•	•	

	- 3132		_		_	_	_	_	_	_		_	_	_	_	_	_	_		
o o o	@ 	O O	Ю (O O	®	0	©	(0)	(Θ	(9)	0	•	0	Θ	0	Θ	⊗		
b. Where are y (3133)		ocess of	this ev	rent?																
O I have red O I am abou																				
c. What was/is	the approx	imate mo	onth an	d year	of the	even	it?													
	<u> </u>	MONTH															<u>YE</u>	AR		
O JAN	O APR	01		_	OCT							_	1981		_	1984		01		
O FEB O Mar	O MAY	0 8		_	NOV DEC							_	1982 1983		-	1985 1986		01		(
O MAN	(313	4 – 31	SEP (35)	O	520								1000			(3)	ĺ36	3i	(37)	•
d. Does this eve (3138)		a relocati	ion (PC	: \$]?																
O Yes																				
NoUncertain																				
Oncertain					_															
		G.	ΔD	JUS	STI	N	G 7	ro	C	ΔF	ÌΕ	ER	E	VE	N'	TS				Par.
e questions in th e same event you		question (3a of t	he prev	rious (Section	en, ju:	st abov	/B.					ne you	u are	abou	it to (go thre	wgh. T	his :
		question (3a of t	he prev	rious (Section	en, ju:	st abov	/B.					ne ye	u are	abou	rt to (go thre	wgh. T	his a
		question : 1. How (3)	3a of ti / eager 3014) /ery re	he prev or reid) eluctan	rious : uctant it to g	were so the	en, ju: :/are rough	you to	go t chan	hre u ige	gh th	is e		ie yo	n ale	abou	ıt to (ge thre	wgh. T	his :
		1. How (3 ① V ② S	3a of the sager 3014) Very resonew	he prev or reid) eluctan /hat re	rious : uctant it to g luctai	were o the	on, justone vare rough go ti	you to the chroug	go t chan	hre u ige	gh th	is e		ne you	n are	abou	rt to (go thro	wgh. T	his :
		1. How (3 ① V ② S ③ Ir	3a of the sager 3014) dery resonew ndiffer	or reise) eluctan that re	rious : uctant it to g lucta ward	were yo the nt to	on, just lare rough go th chang	you to the chrougi	go than	ihreu ige e cha	gh th ange	is e		ne yo	u are	abou	rt to (go thro	wgh. T	his :
		1. How (3 ① V ② S ③ Ir ④ S	3a of the sager 3014) / ery re somewall for the somewall	he prev or reid) eluctan /hat re	vieus (uctant it to g lucta ward uger to	were yo the nt to the co	rough go the through	you to the chroug ge ugh th	ye. go t chan h the	ihreu ige e cha	gh th ange	is e		ne yo	u are	abou	ut to (go thre	wgh. T	his :
same event you For you, was/Is	marked in (1. Hew (3 ① V ② S ③ Ir ④ S ③ V	reager 3014) ery re Somew ndiffer Somew ery ea	r or reix) eluctan that re rent to- that ea ager to	vieus (uctant it to g lucta ward uger to	were yo thr nt to the co	rough go the change through	you to the chroug ge ugh the	ye. go t chan h the nge 3. H	inreu ige e cha nang	gh th ange e much	is en	rent?	lid/d	e ye	u f oc	l that		nugh. T	
same event you	marked in (1. Hew (3 ① V ② S ③ Ir ④ S ③ V	reager 3014) ery re Somew ndiffer Somew ery ea	r or reix) eluctan that re rent to- that ea ager to	vieus (uctant it to g lucta ward uger to	were yo thr nt to the co	rough go the change through	you to the chroug ge ugh the	ye. go t chan h the nge 3. H	threu ige e cha nang	gh th ange e much	cen	rent?	lid/d	e ye	u f oc	l that			
For you, was/ls (3139	this a chang	1. How (3 ① V ② S ③ Ir ④ S ③ V ge for the	3a of the sager (3014) (ery resonewndiffer somewlery each better (bobably)	or reise) eluctane/hat refert to that ea ager to a per fer	uctant It to g Iluctal Ward Iger to go the w	were yo the nt to the co o go hroug	rough go the change through	yeu to the chroug ge ugh the chai	ve. chan h the nge 3. H	threu age e cha nang lew (gh th ange e much : diffe	con prent 40)	rent?	lid/d cts e	e ye f this	u fee s ever	i that nt?			ii ha
For you, was/Is (3139) Definitely for the	this a change of the thick	1. How (3 ① V ② S ③ Ir ④ S Ø V ge for the	3a of the sager (3014) (ery resonant formew (ery each better cobably or the	or reise) eluctane/hat refert to that ea ager to a per fer	uctant It to g Iluctal Ward Iger to Igo the w	were yo thir nt to the co o go hroug rerse ely e	rough go the change through	yeu to the chroug ge ugh the chai	ve. po 1 chan h the ne ch nge 3. H	ige e chanang low i	gh th ange e much	con erent 40)	vent? trel (lid/d cts e	e ye f this	u fee ; ever	i that nt?	t you l	had/wi	ii ha
For you, was/Is (3139 Definitely for the better	this a change of the better	1. How (3 ① V ② S ③ Ir ② S Ø V ge for the	3a of ti r eager 3014) rery re somew ndiffer somew rery ea a batter obably or the worse	or reise) eluctane/hat refert to that ea ager to a per fer	uctant it to g lucta it to g lucta ward ager to g the w	were yo thir nt to the co o go hroug rerse ely e	rough go the change through	yeu to the chroug ge ugh the chai	ve. chan h the nge 3. H	ige e chanang low i	gh th ange e much : diffe	con erent 40)	rent?	lid/d cts e	e ye f this	u fee s ever	i that nt?		had/wi	ii ha
For you, was/Is (3139) Definitely for the better	this a change of the better	1. How (3 ① V ② S ③ Ir ② S ③ V ge for the	3a of the sager (3014) (ery resonewhelffer (3014)) (ery each batter) (3)	eluctan that re- rent to- that ea ager to	it to gluctant to gluctan ward ager to go the weekelinite for the worse	were yo through the coop of th	on, jui	you to the conroug ge ugh the chair	ve. chan h thi ne ch nge 3. H a	inge age chang angg iii the	gh th ange e much s diffe (314	con erent 40)	rent? trel (aspe	lid/d cts e	e yea f this come	u foe: ; ever Conti 3	1 that nt?	yeu i	had/wi	II ha
For you, was/Is (3139 Definitely for the better ① Looking at all th	this a change of the better ②	1. How (3 ① V ② S ③ Ir ② S ③ V ge for the	3a of the sager (3014) (ery resonewhelffer (3014)) (ery each batter) (3)	eluctan that re- rent to- that ea ager to	it to gluctant to gluctan ward ager to go the weekelinite for the worse	were yo through the coop of th	on, jui	you to the conroug ge ugh the chair	ve. chan h thi ne ch nge 3. H a	inge age chang angg iii the	gh th ange e much s diffe (314	con erent 40)	rent? trel (aspe	lid/d cts e	e yea f this come	u foe: ; ever Conti 3	1 that nt?	yeu i	had/wi	II ha
For you, was/Is (3139) Definitely for the better	this a change of the better ②	1. How (3 ① V ② S ③ Ir ② S ③ V ge for the	3a of the sager (3014) (ery resonewhelfer (3014)) (ery each batter) (3)	eluctan that re- rent to- that ea ager to	it to gluctant to gluctan ward ager to go the weekelinite for the worse	were yo through the coop of th	on, jui	you to the conroug ge ugh the chair	ve. chan h thi ne ch nge 3. H a	inge age chang angg iii the	gh th ange e much s diffe (314	con erent 40)	rent? trel (aspe	lid/d cts e	e yea f this come	u foe: ; ever Conti 3	1 that nt?	yeu i	had/wi	II ha
For you, was/Is (3139 Definitely for the better ① Looking at all th	this a change of the better ②	1. How (3 ① V ② S ③ Ir ② S ③ V ge for the	3a of the sager (3014) (ery resonewhelfer (3014)) (ery each batter) (3)	eluctan that re- rent to- that ea ager to	it to gluctant to gluctan ward ager to go the weekelinite for the worse	were yo through the coop of th	on, jui	you to the conroug ge ugh the chair	ve. chan h thi ne ch nge 3. H a	inge age chang angg iii the	gh th ange e much s diffe (314	con erent 40)	vent?	lid/d cts of S	e yei f this come (u fee: sever	i that nt? my, c	(you i	had/wi	II ha
For you, was/Is (3139 Definitely for the better ① Looking at all th	this a change of the better ②	1. How (3 ① V ② S ③ Ir ② S ③ V ge for the	3a of the sager (3014) (ery resonewhelfer (3014)) (ery each batter) (3)	eluctan that re- rent to- that ea ager to	it to gluctant to gluctan ward ager to go the weekelinite for the worse	were yo through the coop of th	on, jui	you to the conroug ge ugh the chair	ve. chan h thi ne ch nge 3. H a	inge age chang angg iii the	gh th ange e much s diffe (314	con erent 40)	trel (aspe	lid/d cts of S	e yei f this come (u fee: ever	I that	etc.) pr	nad/wi	No on or
For you, was/is (3139 Definitely for the better Desking at all the much you s	this a change of the better a change of the better and to gain	1. How (3 ① V ② S ③ Ir ④ S ⑤ V ge for the	as of the second	r or reis eluctan what re rent tow what ea ager to r or for	it to gluctant to gluctan ward ager to go the worse	were yo thir nt to the co go hroug rerse?	en. jui	you to n the contrology ge ugh the chair	ve. po 1 chan h the nge 3. H gy. m	direu ge e cha nang liew (iii the ete (gh th ange e much s diffe (314	con erent 40)	vent?	lid/d cts of S	e yes	u fee: ever Contri 3	I that nt? my, a	e you i	had/wi	II ha
For you, was/Is (3139) Definitely for the better Desking at all the much you as	this a change of the better a change of the better areas or as tand to gain	1. How (3 ① V ② S ③ Ir ④ S ③ V ge for the	3a of ti reager 3014) /ery re 6omew ndiffer 6omew /ery ea batter obably or the vorse 3	rer reis eluctan hat re rent to hat ea ager to rer fer	ictant it to g lucta ward ger to go th the w lefinite lefinite sort	were yo thir nt to the co o go hroug rerse?	en, jui	you to n the contrology ge ugh the chair	ye. go t chan h thi ne ch nge 3. H a y. m	ige e chinang liew (in the	gh th ange e much s diffe (314	con erent 40)	vent?	lid/d/d/discts of S	e yes f this ome	u fee: ever Conti 3	I that nt? my, a A Mo nount	you i	had/wi	II hi
For you, was/is (3139) Definitely for the better Detection at all the much you seed to be the control of the better to be the control of the better to be the control of the better to be the control of the better to be the control of the control	this a change of the better a change of the better and to gain	1. How (3 ① V ② S ③ Ir ② S ③ V ge for the	3a of ti r eager 3014) rery re comew ndiffer comew rery ea a batter obably or the vorse 3 d effect	or reis eluctan hat re rent to hat ea ager to rer fer	ictant It to g luctal ward luctal ward ger to go th the w	were yo thr nt to the co o go hroug ee e	on, justical and in the control of t	you to n the conroug ge ugh the chai	ys. go t chan h the nge 3. H 314 314	through the control of the control o	gh the ange e much e diffe (314 contro	con erent 40)	trel (aspe	lid/d cts of S	e yei f this ome (u fee: ever Contri 3	I that nt? my, a	e you i	had/wi	II hi

3. This question relates to the single career event of Question 2 which you are closest to in your career.

		1	2	3 4	5
		Very Li		Moderate unt To Lose	A Great Dea To Lose
a. In your personal life	(3145)] _0		3 0	③
b. For your personal career goals	. (3146)				
c. For your Navy career	(3147)	0		9 9	•
d. For your family life	. (3148).			*** *********************************	
i. If you have recently completed a career event (the one marked or page 11, how easy or difficult was it for you to adjust to your job after the change? If you have not yet gone through the career event (on page 11), how easy or difficult do you anticipate it will be for you to adjust to your job after making the change? (3151)	was it for gone the anticipate	your family t	mploted a caree a adjust after the ear event, her or your family	e change? If you wasy or dif	pu have not y Micult de yt
	O Very	difficult			
O Very difficult	O Diffi				
O Difficult	O Unc				
O Uncertain	O Easy				
O Easy	O Very	•			
O Very easy	1 O NOT	applicable			
H. CAREER	ATTIT	UDES			
officer, at least until you are eligible for retirement?			you wanted who		
 (2934) I am virtually certain that I will continue my career until I am eligible for retirement. I am almost certain I will continue my career if possible. I am confident that I will continue my career until I can 	O Not	1012) much like the ewhat like th	you wanted who career I want e career I wan e career I wan	on you joined a ed. ited.	oreer measure ctive duty?
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(2934) I am virtually certain that I will continue my career until I am eligible for retirement. I am almost certain I will continue my career if possible. I am confident that I will continue my career until I can retire. I probably will continue until I am eligible for retirement. I probably will not continue until I can retire. I am confident that I will leave as soon as possible. I am almost certain that I will leave as soon as possible. I am virtually certain that I will not continue until I am eligible for retirement. Taking everything into consideration, how likely is it that you will make a genuine effort to find a job outside the Navy within the next year? (2636) Very likely Somewhat likely Not at all likely	Not O Som O Very 5. All in all, (3) Not At All Satisfied The satisfied Not At All Satisfied O Satisfied	much like the ewhat like the much like the much like the how satisfied 013) Not Too Satisfied (3010) Not Too Satisfied (3010)	career I want te career I wan te career I wan te career I wan to career I wan	ed. ited. ited. you are with you satisfied you are with	Extreme: 3 your life the Extreme: Satisfier

I. CAREER DECISION MAKING

Listed below is a series of statements representing how individuals go about making important <u>cereor decisions</u>. Please indicate your level of agreement with each statement.

		1 2 Strongly Disagree Disagree	3 Not Sure	4 Agree	5 Strongly Agree
1.	I plan my important career decisions carefully	① ② (2664)	3	•	⑤
2.	My career decisions are based on facts, not opinions.	① ② (2665)	3	•	•
3.	I consider the positive and negative outcomes of any important career decision to be made.	0 0	3	•	③
4.	I have benefited from my past mistakes in that I make better decisions today about my career.	(2666) ① ②	3	•	③
5 .	When making career decisions, I analyze my past career decisions	(2667) ① ②	3	•	3
6.	I consider my options before making career decisions	(2668) ① ② (2669)	3	•	③
7	I make important career decisions in a logical and systematic way	① ② (2670)	3	•	⑤
8.	My career decision making requires careful thought.	① ② (2671)	3	•	③
9	I double-check my information sources to be sure I have the right facts before making career decisions.	① ② (2672)	3	•	3
10	Often I see each of my career decisions as stages in my progress toward a definite goal.	0 0	3	•	③
11	I often make important career decisions without hesitation.	(2673) ① ② (2674)	3	•	③
12	When making career decisions, I rely upon my instincts.		3	•	3
13	When I make career decisions, I tend to rely on my intuition		3	•	3
	I rarely consider my options before making career decisions.	① ② (2677)	3	•	③
	am often unable to give a rational reason for my decisions about my career.	(2678)	3	©	③
	I generally make career decisions which feel right to me	① ② (2679) ① ②	0	0	0
	My career decisions are often made spontaneously	① ② (2680)	0	0 .	③
10.	is right than to have to have a rational reason for it.	① ② (2681)	3	•	③
. 19 .	When I make a decision about my career, I trust my inner feelings and reactions.	① ② (2682)	③	0	•
2 0.	I don't really think about a career decision; it's in the back of my mind for awhile, then suddenly it will hit me and I know what I will do	① ② (2683)	③	•	③

	•	1 2 Strongly Disagree Disagree	3 Not Sure	4 Agree	5 Strongly Agree	1
21.	When making a career decision, I consider the various options in terms					•
	of reaching a specific goal	① ② (2684)	3	•	•	ı
22.	I find it difficult to make important career decisions alone	① ② (2685)	3	•	•	l
23 .	I never postpone making important career decisions	① ② (2686)	3	•	③	
24.	I am concerned about the popularity of my career decisions	ົ (2687)	3	•	3	•
25	l often need the assistance of other people when making important					1
20.	decisions about my career.	① ② (2688)	3	•	(5)	ı
26 .	I rarely make important career decisions without consulting other people.	① ② (2689)	3	•	•	
27	If I have the support of others, it is easier for me to make important					
21.	career decisions.	① ② (2690)	3	•	③	I
28	I avoid making an important career decision until it must be done	① ② (2691)	<u></u>	•	3	1
29.	I use the advice of other people in making my important career decisions	① ② (2692)	3	•	③	
30	I am influenced by the opinions of friends when I am making important					
3 0.	decisions about my career	① ② (2693)	3	•	3	
31	I often make career decisions based on what other people think, rather	,				•
31 .	than on what I would really like to do	① ② (2694)	3	•	⑤	1
32	I like to have someone to steer me in the right direction when I am					•
	faced with important career decisions.	⊙	3	•	3	1
33.	I would rather do just about anything than make an important decision					Į
	about my career.	① ② (2696)	3	•	③	ı
34.	I avoid making important career decisions until the pressure is on	① ② (2697)	3	•	③	
35 .	postpone career decision making whenever possible	① ② (2698)	3	•	⑤	1
36	I often procrastinate when it comes to making important decisions					I
- - .	about my career	① (2699)	3	•	•	1
37 .	I generally make important career decisions at the last minute	① ② (2700)	3	②	③	1
38	I put off making many career decisions because thinking about them	,				ſ
	makes me uneasy.	① (2701)	3	0	•	

J. PERFORMANCE

The following questions are designed to measure your perceptions of your effectiveness as a leader - in your current assignment in the Navy.

1. How effective are you in carrying out your duties in your present leadership role?	3. Overall, how much confidence do you have in your leadersh abilities?
(3181) O Very effective Effective Holding my own Inefrective Very ineffective Don't know	(3183) O A great deal O Some O Little O None O Don't know
How effective are you in carrying out your duties in your present managerial role?	4. Given your history of performance in the Navy, what is the highe grade you think you can achieve? (3184)
(3182) O Very effective Effective Holding my own Ineffective Very ineffective Don't know	O LT O RADM, Lower half O LCDR O RADM, Upper half O CDR O VADM O CAPT O ADM

5. Please complete the following table by providing the indicated information from your most recent fitness report. Please circle your position of the Evaluation and Summary rankings. The first line is filled in as an example. Since this is privileged information, you are not required complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

DA					mmary (b	nmary (blocks 51 & 52)			Early Promotion				
	ock 3)	Sea/Sho					TYPIC	CTIVE	-	Field Circled	(block 62) RECMD	(block 66) RANKING	(block 65) NUM RECMD
	ြိ	1%	5%	10%	30%	50%	50%	30% MA	RG UNSAT	EARLY	NAMANING	NOW NECHE	
	86	2	1	3		1			1		No		of
3/87· 3/88	3191	3/91	3193 - 3195	3196- 3198	3199 - 3201	3202 - 3204	3205- 3207	3208- 3210	i -	3192	3214	3215- 3217	3218- 3220

*1 = Sea 2 = Shore

6.	To what degree do you think your performance was <u>ineccurately</u> partrayed on your most recent fitness report?
	(3185)
	O Performance was considerably higher than reported
	O Performance was somewhat higher than reported
	O Performance was accurately reported
	O Performance was somewhat lower than reported
	O Performance was considerably lower than reported



1. What personal skills could you develop that would help you to expediently adjust to the career event you have most recently gene through. 2. What personal skills could you develop that would help you to expediently adjust to the career event you have most recently gone through, are about to go through? THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.	, er
are about to go through?	
are about to go through?	
are about to go through?	
are about to go through?	
are about to go through?	
are about to go through?	
	or
THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.	
THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.	
THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.	
THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.	
THANK TOO FOR TOOK ASSISTANCE WITH THIS QUESTIONNAIRE.	
- American Control of the Control of	
NOTE: Would you like to receive feedback on the general findings of this questionnaire?	
OYES ONO	
If yes, please provide name, SSN, and address:	
Name:	
SSN:	
Address:	

APPENDIX W DESIGNATOR CHANGE QUESTIONNAIRE

DESIGNATOR CHANGE QUESTIONNAIRE









NAVY PERSONNEL
RESEARCH and DEVELOPMENT CENTER
San Diego, California 92152-6800



REPORT CONTROL SYMBOL

1301-01 (OT)

PRIVACY ACT

Under the authority of 5 USC 301, information regarding your background, anitudes and experiences in the Navy is requested to provide input to a series of studies on officer career processes and retention. THE INPORMATION PROVIDED BY YOU WILL NOT BECOME PART OF YOUR OFFICIAL RECORD, NOR WILL IT EFFECT YOU IN ANY WAY. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

A. BACKGROUND INFORMATION

1. Social Security Number:	7. I changed to my current designator: /
2. Current Designator	8. Date questionnaire completed:
3. Grade: () 0-1 () 0-2 () 0-3 (2032) () 0-4 () 0-5 () 0-6 () 0-7	(2049) () Mar 87 () May 87 () July 87 () Apr 87 () Jun 87 () Aug 87
4. Sex: () Male () Female (2033)	9. Year awarded warfare device (previous designator (previous designator (2051 - 2052) () 86 () 76-77
5. Family status: (2034) () Single () Married with children () Married, no children () Other () Other	() 84-85 () 74-75 () 82-83 () 72-73 () 80-81 () Before 1972 () 78-79 () N/A
6. Previous designator:	-

B. INFORMATION USE

1. Regarding your decision to change designator, evaluate each of the following source of information according to how much you use them, how accurate, honest and available they were in providing career planning information and guidance as well as how much influence each source had in your decision. Respond using the scale below.

Vay	High	-
		•
ž		~
Moderate		•
Ĭ		~
		7
Vay	3	_

	2							^		VI 114 4 114 V		ALJOSE CONTRACTOR	
NPORMATION SOURCE		1 2 3 4 5	4 5 6 7	_	2 3 4	1234567	1234567	5 6 7	-	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7	
a. Coffsic) =	(2073)	=		(2149)	0 (2149) 0 0 0	(1) (2092) (1) (1)	000	5	0 (2130) 0 0 0	5	0 00 (111	
. XO	C	(2074)	-		(2150)	000	() (2093)		: :	(2131) 000	:: ::	1112) (200 (2111	
C. Department Read	C	(202)	0000		(2151)	\odot	() (2094)		: 0	(2132) () ()	:: :::::::::::::::::::::::::::::::::::	0 (2113) 0 0 0	
4. Other smaler officers													
In my provious designator	C	() (2087)	Š		(2163)	0 (2163) 0 0 0	() (2106)			(2144) 0 0 0	3	2125) () ()	
c. Peer in my province designator	C	() (2088)	0000		(2164)	\circ	() (2107)			(2145) () () ()	0	() (2126) () ()	
C. Sealer officers from my													
current designater	=	(2089)	Š		(2165)		() (2108)		=	(2146) () ()	C	1127) () () ()	
2. Pear from current designator	=	(2000)	$\overline{\cdot}$		(2166)		(3 (2109)		: =	(2147) 0.0 0	: C	2128) () ()	
L. Detallers	C	(2079)	5		(2155)		() (2098)		: 0	(2136) () ()		0 00 (2112	
L Trespective	C	(2080)	=		(2156)		() (2099)		: 0	(2137) () ()		2118) () ()	
1. Nevy These	-	() (2084)	٥		(2160)		()(2103)		: 0	(2141) 0 0 0	0	1122) () ()	
L. Public modia	C	(2085)	0000		(2161)	0 (2161) 0 0 0	() (2104)			(2142) () ()	0	(2123) () ()	
1. Publications put out by my													
current community	=	() (2086)	0		(2162)		(2105)			$(2143) \oplus \oplus \oplus$		1124) () ()	
m. "Officer Bilbet Summery"	C	(2083)	0000		(2159)	0 (2159) 0 0 0	() (2102)			$(2140) \odot \odot \odot$		0 (2121) 0 0 0	
n. "URL Officer Corver Pleaning												,	
Bashest"	C	O (2081) O	000((2157)	\circ	() (2100)	\circ	0	(2138) () ()	о С	0 (2119) 0 0 0	
e. OPNAV hearnetiens regarding	;	.000			(1)		(0110)						
p. "Commending Officer's Addresses."		(2082) ()			(2158)	0 (2158) 0 0 0	0(2110)			(2139) () ()	30	0 (2120) 0 0 0	
							·,		;				

1. The more I think about it, the more I feel I made a bad move changing my designator: (2475)

Strongly Strongly Disagree Agree Neutral 0 0 0 0 0 0 0

2. I should have spent more time thinking about changing my designator:

(2476)Strongly Strongly Disagree Neutral Agree

0000000

p. Enjoy being a specialist

s. Technical control of work

r. Amount of crisis management.

t. Chance to solve technical problems

4. What events led you to first think about changing designators?

		Yes	No	N A
a. Saw notice by current community	·	•		
for application	(2459)	()	()	()
b. CO/ISIC suggested it	(2460)	()	()	(-)
. Other senior officer in my				
previous community				
suggested it	(2461)	()	()	(-)
1. Detailer suggested it	(2462)	()	()	-
. Sought out by new community	(2463)	()	()	()
. Assignments in area	(2464)	()	()	(·
. Family problems	(2465)	()	()	('
h. One of my peers changed	(2466)	()	()	()

- i. Other (please explain): _
- 3. Please indicate the importance of each of the following to your decision to change designator. (Please use the following scale.)

N/A Extremely Not Somewhat Important Important Important 6 5

	1	2	3	4	5	6	
a. More shore duty	()	(24	40)	_	()	()	_
b. Prepare for career outside of the Navy	()	(24	41)		()	()	
c. Greater geographical stability	()	(24	42)		()	()	
d. Greater opportunity for promotion	()	(24	43)		()	()	
e. To utilize technical education	()	(24	44)		()	()	
f. More time with family	0	(24	45)		()	()	
g. More interesting and challenging work	()	(24	46)		()	()	
h. Develop greater technical skill			47)		()	()	
i. Fallure to progress in previous community			448)		()	()	
j. Physically unable to continue in previous		\-	• • - ,				
community	\mathbf{O}	(24	449)	;	()	()	
k. Clearer career path	()	(24	450)	ı	()	()	
l. Minimal work stress	()	(24	451))	()	()	
m. Chance for spouse to develop own		•					
Interests	()	(24	452))	()	()	
n. Recognition for technical accomplishments	0	(24	453))	()	()	
a. Constant fundam from basels	\mathbf{I}	(2)	4541	١	()	()	

5. Indicate the year you first started thinking about changing designator: 19_____

(2467 - 2468)

6. Approximately how many months did it take you to to decide to change your designator: ___

(2469 - 2470)

7. Which of the following did you do specifically to prepare to change designator?

		162	70
(2471)	a. Obtain a master's degree	()	()
(2472)	b. Obtain a subspecialty	()	()
	c. Post-graduate education	()	()
	d. Seek specific assignment	()	()

()

()

()

()

() (2455)

() (2456)

() (2457)

() (2458)

- D. PRESENT ASSIGNMENT 3. My PRD to: 1. How long have you been in your present assignment? (2180)() Less than I month from now () Less than I mouth ago () 1 month, but less than 3 months from now () I month, but less than 3 months ago () 3 months, but less than 6 months from now () 3 months, but less than six months ago () 6 months, but less than 9 months from now () 6 months, but less than 9 months ago () 9 months, but less than 1 year ago () 9 months, but less than 1 year from now () I year or more ago () I year or more from now () Don't know 2. What is your evaluation of the following asspects of your present job 4. Overall, how do you evaluate this tour in terms of: and related duties? Mark one response for each item. Highly Very Very linfavor. Neutral Neutral **Positive** Negative ملطو 4 5 O((2194)) O(O(194)) $\alpha \alpha (2182) \alpha \alpha \alpha$ a. Command a. Challenge () ()(2183)()()() b. Type duties () () (2195)() () () b. Separation from family/friends () ()(2184)()()() c. Relationship with CO () () (2199)() () () c. Use of skills & abilities () ()(2185)()()() d. Superiors () () (2196) () () () d. Working environment e. Immediate subordinates () ()(2186)()()() () () (2197)() () () e. Hours of work required f. Peers () () (2198) () () () f. Work pressure () ()(2187)()()() () ()(2188)()()() g. Interesting duties h. Ability to plan and schedule () () (2189) () () () activities () ()(2190)()()() i. Adventure '. Sense of accomplishment () () (2191) () () () L. Opportunity to grow professionally () () (2192) () () () i. Doing something important () () (2193) () () () E. ASSIGNMENT PROCESS 1. When I completed my most recent preference card I: 3. When you are (or should be) completing your (2254)preference card, do you have a good idea of () Put down choices I pers saly wanted, regardless available billets for which you would be of how they might affect my Navy career. fully competitive? (2333) () Put down primarily what I wanted, but tempered them a little with what Ithought might help my Navy career. Definitely Definitely () Put down choices wich I wanted, and I felt the Navy Do Not Somewhat Do would want me to have, because Navy requirements and my interests are alike. 0000000 () Put down choices which I thought would help my Navy career, but tempered with my personal desires.
 - 4. Which one of the following statements best describes your experience in obtaining your current assignment? (2277)

Highly

Favorable N/A

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()

()

()

()

- () Haven't been through reassignment in current designator.
- () Tended to run smoothly-my detailer located an acceptable billet relatively quickly.
- () Tended to run smoothly, but there was a certain amount of moertainty and discussion with my detailer along the way.
- () Tended to be a very difficult, unhappy experience. However, I eventually received a autisfactory or acceptable assignment.
- () Tended to be a frustrating, anxiety-producing experience. Only threach the intervention of senior officers or extreme effort did I have any influence on the antignment I received.
- () Tended to be a completely hopeless altreation. No amount of effort on my part or by others was successful in influencing the system.

() Put down choices which thought would help my Navy

2. Assess the acceptability of your current assignment in

Very

() Did not complete one.

a. Location

b. Type Billet

c. Type Activity

career even though they were'nt personally desirable.

comparison with what was expressed on your preference card:

2 3 4 5 6 7

Very N/A

Gend

() () () () () () () (2255)

() () () () () () () () (2256)

l()()()()()()() ()(2257)

Me year begins the following activities in regard to your less ment? (Use the following scale to respond to kens a through h)
S. When did you read you

5. 3 to 6 months of my PRD 6. Within 3 months of my PRD 7. I didn't do this	S. Not applicable
1. Systematically throughout my tear 2. More than 14 months before my PRD 3. 18 to 14 months before my PRD	4. 7 to 10 months before my PRD

	Constitute and PRD 8. Not applicable 1 2 3 4 5 6 7 8 1 2 3 4 5 6 7 8 1 2 3 4 5 6 7 8 1 2 3 4 5 6 7 8 2 3 4 5 6 7 8 2 3 4 5 6 7 8 2 3 4 5 6 7 8 2 3 4 5 6 7 8 3 2 3 4 5 6 7 8 3 2 3 4 5 6 7 8 4 () (2261) () () () () () () () () () () () () ()	•
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6. If you have formed an opinion of your current detailer, evaluate your detailer in the following area. If not, piene evaluate your former

	~	•	•	•	•	-	•
to of current pates	(2283)	83)	=	=	=	=	=
e de la constante de la consta	() (2284)	84)					C
rediate titles	() (2285)	85)		C			ε
•	_	(5882)	=	C	0	=	-
o. Knowledge of my personal desires f. Returns telestran cells	(2287)	87) 88)	=:		= :		C (
heres infermette	_	(68	c	::		:)
A. Knowledgeable of previous communications		6	0	0	0	: :	: 0
L. What (s)he anys can be trusted	() (2291)	91)	C	=	C	C	C
1	(2232)	92)	C	C	=	C	C
meeth, etc.	() (2293)	93)	=		=	=	-
l. Provides methi career counciling	() (2294)	94)	\$	0	0	0	0
m. Responds to correspondence	() (2295)	95)	C	C	C	=	C
Avellebil	() (2296)	(96	=	C	C	0	C
6. Provides metal career conneiting . on "Mekein to be panched"	() (2297)	(16	C	0	0	0	0
R. Provides nothis establishmenthe	C	_		C		C	

- 7. Which detailer did you evaluate? (2299)
- () Former detaller () Current detailer
- 8. If you evaluated your former detailer, was (s)be from your current or previous community? (2300)
 - () Current community () Former detailler
- 9. I cannot depend on the detailing system to find a Joh I want.

	Strongh	Agre	
7307)	Neath		
2	•	Dhagree	

0000000

10. Please indicate your degree of agreement with each of the following distributions regarding the detailer who assigned you to your current command.

Vary NA

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Z Z

6		•			5		
	ě.	~ ·	Tar.	_ •	•	Ag.	
. I was favorably impressed with the way	L		·	-	•	-	
my detailer handled our interactions. Wy detailer tended to have a cloud out-	<u> </u>	0 0 0 0 0 0 0	C			=	
and thus I could not influence blacker My detailer made a sincere effect to meet		0 0 0 0 0 0	\$		2	c	
my needs or to explain why (s)be couldn't (.) The detailer located for me the best billier	c	(239)		C		c	
(s)he could, given the circumstances		(2310) (2311)				ε	

PARTICIPAL OF

Merrial efficers are to complete Part A. Married and alagle officers are to complete Part B.

PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family's lonpact on year Career.

	Ž	•	Ì
Strongty	Year	2	
		S	
Zenta		•	
_		•	
Streegty	Diagree	1 2	
			L

- 0 0 0 0 0 0 0 0 0 0 0 (2860) 1. My spense's carver Builts considerably the options evellable in my curver decisions
- At the present that, my career is more important to me then my spense's career H
- 3. Pamily esperation, because of working bours, is
- 4. I had that my detailer will make an bosset effect to co-beate my spears and me
- S. I have to cut back on my career favolvement in order to meet the needs of my spoundinally
- Commetting about the available to married complex to help them reduce the stress associated with deal cover marrhay ď

0

- information about a new community, andfor boly Detter emport mrvices (a.g. spome employment provided for transfering couples Ľ.
- 8. Here to your speace primarily employed? (Choose hest resp (2875 2876)

- - C) New of
- () Nevy sellets
- C) Offer mil

9. How involved was your spouse in your decision to change designator?

	I decided	alone
_	Equal	laput
0887)	I defered	to spouse

C

alone N/A

10. How involved is your spouse when you are making career decisions such as staying in the Navy, choosing a second career, retiring, etc? (2882)

C

C

C

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(2867)

C

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(2862)

=

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(2863)

¥	С
a decide	C C
-	C
	C
Equal	C
_	C
. 9	С
I defer to apouse	0

11. How do you think your spouse feels toward your Navy career? (2883)

() Moderately supportive	() Completely supportive	
() Completely appared	() Moderately opposed	() Neutral

12. Rate the Stems below with regard to the extent of thair impact on your

	-	Greet Extent
•	To some	Extent
	:	Person
recent PCS more.		

C

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(2865)

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•

a. My spouse's employment b. Disruptions is children's actoring c. My out-of-pocket expenses d. Disruptions in social relations e. The moving process feel'	55555	SSSSS	00000	00000	O (2884) O (2885) O (2886) O (2887) O (2888)
(en route training for example) g. Obtaining child care	cc			cc	() (2889) () (2890)

Part B. MARRIED AND SINGLE OFFICERS

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

	Street	gly ree	7	ieutr	el le		trongly Agree
	1	2	3	4	5	6	7
Single officers work the same number of hours as married personnel	0		() 289		()	()	()
 Single officers are unable to obtain assignments to a desired geographical location, because many available billets have been filled in support of spouse co-location 	0		() 289		()	0	0
3. Marital status should be taken into consideration in the assignment process	0		() 289:		()	()	0
4. I believe there is a disparity in the entitlements/allowances between married and single personnel	0		() 289		()	0	()
 There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment 	0) () 289.		()	()	0
6. The Navy treats its single personnel as fairly as it does its marrie personnel	d ()	()	() 289	() 6)	()	()	()

G. CAREER MANAGEMENT

1. How important are each of the following in determining whether you will remain on active duty after you become eligible to retire after 20 years?

•	Not Important		Somewhat Important		Extremely Important	N/A
	1	2	3	4	5	_•
a. Opportunity for Sag rank	10	()	(2609)	()	0	()
b. Opportunity for major command	10	()	(2610)	()	()	()
c. Donire to retire as 0-6	10	()	(2611)	()	O	()
4. Opportunity for rewarding easignmen		Ö	(2612)	()	Ö	()
e. Enjoyment of naval service	lö	()	(2613)	()	O	()
f. Opportunities for civilian employment	10	Ö	(2614)	()	Ö	()
g. Financial benefits	lö	Ö	(2615)	Ö	Ö	()
h. Opportunity to develop as specialist	1 ö	ö	(2616)	Ö	Ö	()
i. Command duties	Lö	ö	(2594)	Ö	Ö	Ö
j. Family separation	Ιö	ö	(2595)	Ö	Ö	Ö
k. Spouse's attitude toward Navy	lö	ö	(2617)	Ö	ö	0
L Retirement benefits	Ιö	ö	(2596)	ö	Ö	Ö
m. Geographical stability	Ιö	ö		ö	ö	Ö
n. Bosic salary	Ιö	ö	(2597)	ö	ö	Ö
e. Esprit de corps	Ιö	ö	(2598)	ö	\ddot{o}	ö
p. Recognition for accomplishments	Ιö	ö	(2599)	ö	ö	Ö
q. Status of my community in the Navy	6	ö	(2600) (2608)	ö	ö	ö

2. Looking at your e	areer, for appr	rezimately h	ow many
years from now de	o you have a re	datively des	T .
Mes of what your	path (billets, p	romotions, o	rtc.)
will be?	Years.	(2641 -	26421

year
-
breer path seem to
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Career
e dots your present c
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attractive 2643)
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Nestra	0
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Very	=
7	

4. If yes are resigning from the Novy, do yes plus to join the navel reserve? (2647)

() Yes () No () Uncertain () NA

S. If you are placeing to redge from the Novy (or have submitted your letter of resignation) do you have a civilian job waiting? (2650) () Yes () No () Uncertain () N/A

6. Here many years from now do yes plus to remain

7. Do you feel the Navy wants you to continue your (2330 - 2331) (2332)

reflected your experience and past performance? (2334) 8. Do you feel the billets you have received have

Sementel Į

9. If yes were to each chilles any Propert are yes to the sa?

(2353)

Totally . Prepare Take Z į

10. Rate the importance of each of the fullowing for making fing rank:

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High specializa					
High specializa			Importance		Importance
High specializa	_	7	3	•	\$
High specializa		;			
ATT THE TOTAL OF	-	-	(2764)	C	C
P. Centralist (Box over apeciated) ()	C	=	(2765)	0	0
:. Superb performance ()	=	0	(2766)	=	
4. Have the right contacts ()	=	C	(2767)	C	C
p. Have penched the right tickets ()	=	=	(2768)	=	C

characteristics in the Navy versus your expectations of obtaining them in a 11. Phose indicate the relative apportunity of obtaining each of the following

civilian career if you left the Navy.

NAVY

CIVILIAN

	Substantially	Mach		Comparable		W.	Substantially
	-	7	•	•	•	-	-
a. Intervalue and challengue work	=	=	=	(2373)	5	=	
b. Ability to plan work	c	0	:	(2374)	0) C	: :
c. Work boons			: C	(2375)	: 0		: C
4. Minimus work oftens	: 0			(2376)	: =	: C	: C
e. Freedom from hemie	0	0	0	(2377)	C	C	C
f. Own inhistore	0	=	=	(2378)	C	=	C
g. Pay and alternances	=	Э	C	(2379)	C	С	C
b. Health benefits/care	C	0	C	(2380)	=	C	C
1. Job security	Э	0	=	(2381)	=	0	C
J. Pessily stability	=	=	=	(2382)	C	C	C
L. Deafrable place to live	C	=	C	(2383)	C	С	C
1. Destrable co-workers	=	C	С	(2384)	C	C	c
m. Recognition	=	=	0	(2385)	=	0	C
e. Responsibility	C	C	=	(2386)	Ç	C	=
a. Chance for spease to develop faters	2	Ċ	C	(2382)	C	C	C
p. Quality of superture	0	C	C	(2388)	0	C	C
4. Retirement program	C	Э	=	(2380)	C	=	C
r. Variety of nesignments	C	С	C	(2305)	C	C	C
e. Educational opportunities	C	Э	=	(2390)	C	=	C
t. Premetten opportunities	C	=	\$	(1662)	=	=	C
u. Secial relegionships	=	=	0	(2392)	=	-	C
	: 5	(C	(2393)	C	C	C

H. CAREER ATTITUDES

k the statement 1.	alkt and second-		of both	officer and second.						24. Career Intention: The following item concerns the intensity of your dashe	to continue your career as a Navy officer of least until you are eligible	the redirement (20 years). Areas on the scale are described, both verbally	and in terms of probability, to provide meaningful reference naints. Plet	se which most charty represents were current level of commitment		How certain are yes that you will continue an active Navy career, at head	rethement?		I am whiteally certain that I will not leave the Navy	voluntarily prior to becoming eligible for rethement		I am abmost certain I will condome my Navy career	If possible		I am combined that I will combine my Navy career		I probably will remain in the Navy and I can rethe		I probably will not continue in the Navy and! I am	eligible for retrement		I BEN COMMENT THAT I WIN BOT COMMENTE BY MANY CONTEST		I am elmont certain that I will leave the Navy as soon	as possible
23. On the scale below, check the statement which most applies to you. (2702)	() I am primarily a specialist and second-	artly a Navy officer	() I am an equal belance of both	() I am primarily a Navy officer and second-	arily a specialist	() I am a Navy officer	() Other			24. Carrer Intention: The fo	to continue your carter a	fur rethrement (20 years).	and in terms of probabili	remonse which most class	(2934)	How certain are yes that	madit you are eligible for redrement?		() 999-100%	•		1 886-68 ()	-		1 30.00.0%		() 564-74.95		() 25.0-49.9% I	•			•	1 03-9.9%	
	•	0 0 (2935)0 0 0	() (2936)()		0 0 (2937)0 0 0	() (2938)()	() (2939)() ()	() (2940)() ()		0 0 (2941)0 0 0	() (2942)()	0 (2943) 0					0 0 0 (3862) 0 0)	0 0 (3869) 0 0	() (2947)() ()		0 0 (2948)0 0 0		0 0 (5949)0 0 0		0 0 (2950)0 0 0	0 0 00000000	() (2952) ()	0 (2623) 0	C		0 0 (2955)0 0 0		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	() () ()((67) () ()
5.	The more I think about it the more I feel	<u>د</u>			organisation to work for	furtiments to be lecated where I am	sughty enfoy my career		preed to tell others that I am part		rajer my bendles				D extremely also that I chan the New	of the over the other errentment	! _	ı		I had vary good about my career	į	Take J	i		id to more author to a different		_	y sarry I chase my accupation		befinite plan for my career	have a strategy for actaiving my career		Compared to other areas of my Me, my		•

I am virtually certain that I will not voluntally continue in the Naxy until I am eligible for retirement

() 0.0-0.1%

L MATERIEL PROFESSIONAL

Complete only if your a member of the MP community

1. Your current assignment is in the area of: (3163) () Acquisition () Logistics () Planning and Policy () Fleet Support () Test and Evaluation () Research and Development	(317 () I appl () Even (you become an (8) led and was ac though I didn't (please explain	cepted by	•		
2. What is your present billet classified as? (3164)	herr do yo	d to other care on evaluate the				
() It is an MP billet	(317	9)				
() Don't know if it is an MP billet or not () It is not an MP billet	Very Poor	Average	Very Good	N/A		
3. How long have you been in your present assignment (3165)	0.0	() () ()	() ()	()		
() On way to new assignment () 2 months or less	8. How man (318	y MP sesignm	ents have	: you had?	,	
() 3-4 months	() 1	,0,				
() 5-6 months	() 2					
() 7-8 months						
	() 3					
() 9-10 months () 11-12 months	() 3 () 4					
() 9-10 months		nare				
() 9-10 months () 11-12 months () More than a year	() 4 () 5	nare				
() 9-10 months () 11-12 months () More than a year 6. My next assignment is:	() 4 () 5	n ort				
() 9-10 months () 11-12 months' () More than a year 4. My next assignment to: (3166)	() 4 () 5	n are				
() 9-10 months () 11-12 months' () More than a year 4. M) next assignment is: (3166) () An MP billet	() 4 () 5					
() 9-10 months () 11-12 months () More than a year 4. My next assignment is: (3166) () An MP billet () Not an MP billet () Don't know	() 4 () 5 () 6 or 1	Strongly . Disagree		Strongly Agree 4 5	N/A	
() 9-10 months () 11-12 months () More than a year 4. My next assignment is: (3166) () An MP billet () Not an MP billet () Don't know 5. Please indicate your level of agreement with each of the second of the se	() 4 () 5 () 6 or m	Strongly Disagree	Sure	Agree 4 5	6	(3167)
() 9-10 months () 11-12 months () More than a year 4. My next assignment is: (3166) () An MP billet () Not an MP billet () Don't know 5. Please indicate your level of agreement with each of the second of the se	() 4 () 5 () 6 or m	Strongly Disagree 1 () (Sure 2 3	Agree 4 5	6	(3167) (3168)
() 9-10 months () 11-12 months () More than a year 4. My next assignment is: (3166) () An MP billet () Not an MP billet () Don't know 5. Please indicate your level of agreement with each of the second se	the following items o my present work present work eer or (G)URL, rat	Strongly Disagree 1 () (Sure 2 3	Agree 4 5 () () () ()	()	(3168)
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() 9-10 months () 11-12 months () More than a year 4. My next assignment is: (3166) () An MP billet () Not an MP billet () Don't know 5. Please indicate your level of agreement with each of the second of the se	the following items o my present work present work ter or (G)URL, ret ent assignment ledge in my presen filets experience the	Strongly i. Disagree 1 () (() (sher () (at () (dP () ()	Sure 2 3 () () () () () () () () () () () () ()	Agrie 4 5	0 0 0 0 0	(3168) (3169) (3170) (3171)
() 9-10 months () 11-12 months () More than a year 4. My next assignment is: (3166) () An MP billet () Not an MP billet () Don't know 5. Please indicate your level of agreement with each of the second se	the following items o my present work present work ter or (G)URL, ret ent assignment ledge in my presen filets experience the	Strongly Disagree 1 () (() (t () (at () (Sure 2 3 3 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	Agrie 4 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	(3168) (3169) (3170) (3171) (3172) (3173)
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() 9-10 months () 11-12 months () More than a year 4. My next assignment is: (3166) () An MP billet () Not an MP billet () Don't know 5. Please indicate your level of agreement with each of the second se	the following items o my present work present work the or (G)URL, rate and amignment ledge in my present liedge in my present is essentiall to an mastery of curr ing on MP	Strongly Disagree 1 () (() (t () (at () (at () (() (() (() (() (() (() (()	Sure 2 3 3 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	Agric 4 5 O O O O O O O O O O O O O O O	0 0 0 0 0 0 0 0 0	(3168) (3169) (3170) (3171) (3172) (3173)

J. COMMENTS

If you would like to comment on any asspect of your Navy career as it affected your decision to change designator, please use this space. NOTE: Written comments may be used to support statistical summaries of data, but your commentswill be used only if your announcity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE

Rank: () 0-1 () 0-5

() 0-2 () 0-6

() 0-3 () 0-7

() 0-4

Sex:

() Male

() Female

APPENDIX X RETIREMENT FROM NAVY LIFE QUESTIONNAIRE

RETIREMENT From NAVY LIFE





NAVY PERSONNEL RESEARCH and DEVELOPMENT CENTER

San Diego, California 95152-6800



REPORT CONTROL SYMBOL 1301-01 (OT)

PRIVACY ACT

Under the authority of 5 USC 301, information regarding your experiences in the Navy, and your post-Navy experiences, is requested to provide input to a series of studies on officer career processes and retirement. THE INFORMATION PROVIDED BY YOU WILL NOT BECOME PART OF YOUR OFFICIAL RECORD, NOR WILL IT AFFECT YOU IN ANY WAY. It will be used by the Navy Personnel Research and Development Center for statistical purposes only (i.e., it will be combined with the responses of other officers to make recommendations to the Navy). You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgment of these Privacy Act provisions.

Α.	BA	CK	GK	UU	ND
----	----	----	----	----	----

١.	Social Security Number (1 - 9)	7.	Are there children or other dependents that you are partially or totally respon-
2.	Sex: MF (2033)		sible for financially (yes/no)? (2878)
3.	Grade at retirement: O (2032)	8.	How many times have you re- located since you retired
4.	Marital status (2034)		from the Navy? (2662 - 2663)
	Morried	9.	If applicable, place a check
	Single or widowed		mark next to your income:
	Separated or divorced		(2657)
			Not applicable Less that \$20,000
5.	If you are married, is your wife		\$20,001 - \$27,500
	employed(yes/no) (2874)		\$27,501 - \$35,000
	(===,,		\$35,001 - \$42,500
6.	Do you have any children that live at		<u>\$42,501 - \$50,000</u>
	home with you at least part of the		<u> </u>
	time <u>2036(yes/or)?</u> How many <u>2035</u> ? What		<u>\$57,501 - \$65,000</u>
	are their ages?		More than \$65,000
	(2037 - 2048)		

INDIVIDUALS WHO ARE NOT EMPLOYED (FULLTIME OR PARTTIME) SHOULD ANSWER QUESTIONS I AND 2 IN THE NEXT SECTION AND PROCEED TO SECTION C. INDIVIDUALS WHO ARE EMPLOYED SHOULD PROCEED TO SECTION B AND COMPLETE THE REST OF THE QUESTIONINAIRE.

B. JOB SITUATION AND HISTORY

3.	f. g. h. i. j. k. l. Please use the in the blank p	e following sco rovided. Somewhat	ale to answer "a Moderately	" and "b". Very Much	Record your nu	umerical respons Had No Subspecialty
3.	g. h. i. j. k. l. Please use th	e following sco	ale to answer "a	" and "b".	Record your no	umerical respons
	g. h. i. j. k.					
	g. h. i. j.					
	g. h. i.				·	
	g. h.					
	g.	·				
	f.					
	e.					
	d.					
	с.					
	b.					
	o.					
	items:	ltems	•		_	ates
						of courses (e.g., d/obtained since dates for these
	Are you curren (2072)	Re	orking fulltime, tired, Look oking for partti	ing for ful	ltime work,	

4. To what extent were you able to take your Navy experiences, education, and training and immediately use them in your civilian job(s)? That is, to what extent was there some continuity (or was it like starting your career over again)?

(2655)

Like Starting	A Little	Some	Moderate	A Lot of
a New Career	Continuity	Continuity	Continuity	Continuity
1	2	3	4	5

5. If you are currently employed, what is your job title and what are your primary responsibilities?

6. Rate the following items according to how you feel about your current work situation? Record an "8" if an item is not applicable to you.

	Strongly Disagre			Neutral			Strongly Agree	,
•	1	2	3	4	5	6	7	
(2935)a	. The r		think	about it th	ne more	e I fee	el I made	a bad move entering my
(2936)b			atisfied	with my o	ccupati	on.		
(2937)C							a great o	rganization to work for.
(2938) d.	. iami	fortun	ate to	be located	where I	am.	•	_
(2939)e.	. I thro			ny career.				
(2940)f.	i thro			ny field of				
(2941)9	i am i			others that		art of	my organ	ization.
(2942)h.	l toke			ny location				
(2943)i.	I wou			in my caree er with a di		000110	ation	
(2944)j. (2945)k.	lom							ganization.
(2946)	I arri s	satisfic	ed with	my presen	t locati	on.	0. 11113 01	9424
(2947)m		very o	good at	out my car	eer.			
(2948)n.		nitely	feel th	at I am in t	he righ	t field	of work.	
(2950)0	l wou	ld be r	nore so	itisfied in a	differe	ent loc	ation.	
(2956)P·	On th	e who	le, I an	satisfied v	vith my	seif.		
(2951)9	l defi	nitely	feel th	at I am in 1	he wro	ng car	eer.	
(2952)r. (2953)s.	I am v	very so	orry I c	hose my oc	cupatio	n.		
(2953) 5 .	I TOKE	a pos	itive of	titude tow	ard mys	ielf.		e litel Announds
(2949)f.	rorm	ie this	is the	Dest of all	possible	organ	nizations	for which to work.

7. What are your reactions to your current work situation, and what were your reactions to your last Navy assignment? Various aspects of work are present below such as job characteristics. Respond using the following scale:

Extremely Favorable		ı	Neutral			Extremely Unfavorable	Not Applicable
1	2	3	4	5	6	7	8

Job Situation

700 21	ruation		
Navy	Current		
(2201)	(2205)	a.	<u>Job Characteristics</u> (variety, importance, pressure, interpersonal relationships, clarity of demands, feedback on performance, autonomy, etc.)
(2202)	(2206)	b.	<u>Supervisor characteristics</u> (supportive, facilitates work, plans and coordinates activities, trustworthy, relies on performance and judgments of subordinates. etc.)
(2203)	(2207)	c.	<u>Workgroup characteristics</u> (workgroup is cooperative, effective, takes pride in work; has open communication, trust, and friendly relations among members, etc.)
(2204)	(2208)	d.	Organizational characteristics (openness of expression, personnel kept informed, interdepartmental cooperation, consistent application of organizational policies, opportunities for growth and advancement, etc.)

8. These items refer to how supportive your immediate supervisor and others are in your current job and in your last Navy assignment (inapplicable = 5).

_ L	Not at Ali		A Littl	e	Moderately	Very Much	
	ı		2		3	4	
Supe	rvisor	Othe	ers				•
Now	In Navy	Now	In Navy				
(3018)	(3043)	(3048)	(3053)	a. b.	Go/went out of their life easier for you. Is/was easy to talk to		ork
(3023)	(3044)	(3049)	(3054)		issues/work.		

(3 033) (3045)	(305 0) (305 5)	c.	Are/were willing to listen to your personal problems
(3 028) (3046)	(3051) (3056)	d.	Are/were helpful How important is/was it that these people support/supported you?
(3 038) (3047)	(3052) (3057)	e.	

9. Compare your present job with your last Navy assignment in the following areas. For example, if the prestige of your current job is "much more" than was your last Navy assignment, put a "1" next to "Prestige" below.

	Much More	Somewhat More	About the Same	Somewhat Less	Much Less
		2	3	4	5
191	a Prestig	(2210)	kills and knowledge	a	

(2209) a. Prestige, b. Level of skills and knowledge (2211) c. Authority over people, d. Income level, (2213) e. Importance (2212)

10. Indicate whether your current job activities are the same or different from your last Navy assignment (circle the appropriate numerical response):

		The Same	Similar	Somewhat Different		Nothing in Common	
a.	The actual work you perform (2214)	1	2	. 3	4	5	
b.	Knowledge and skill you use on the job (2215)	ı	2	3	4	5	

11. Most of us have in our minds an "ideal" career for ourselves.

(2252) ____ To what extent would you say this ideal existed in the Navy? (Use scale below.)

(2251) ____ To what extent does your present career fulfill your ideal? (Use scale below.)

I = A very poor match with my ideal

2 = A poor match with my ideal

3 = A moderately good match

4 = A good match

5 = A very good match

6 = Uncertain/too early to tell

Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus obtaining them in a civilian career.

Substan Better	tially Much Better	Better	Compo	rable Better	Much Better	Substantially Better
ı	2	3	4	5	6	7
a b d g j j.	Interesting and challenging work Ability to plan work Work hours Minimal work stress Freedom from hassle Own initiative Pay and allowances Health benefits/care Job security Family stability (N/A = 8)	(2386) (2387) (2388) (2389)	I.m. F.C o G F.V E F.V	Desirable place to Desirable co-work ecognition Responsibility Chance for spousion interests (N/Duality of superional opportunity of assignational opportunity of assignational opportunity of assignational opportunity of assignational opportunity of assignational opportunity of assignational opportunity of assignational opportunity opportuni	e to develo (A = 8) ors ram ments rtunities ortunities	p

CHARACTERISTICS THAT ARE LEAST IMPORTANT TO YOU.

(2396) (2397) (2398) (2399) (2400) (2401) (2402) (2403) (2404) (2405)	- a	Interesting and challenging work Ability to plan work Work hours Minimal work stress Freedom from hassle Own initiative Pay and allowances Health benefits/care Job security Family stability (N/A = 8)	(2406) k. (2407) l. (2408) m. (2409) n. (2410) o. (2411) p. (2412) q. (2413) r. (2414) s. (2415) t. (2416) u. (2417) v.	Desirable place to live Desirable co-workers Recognition Responsibility Chance for spouse to develop own interests (N/A = 8) Quality of superiors Retirement program Variety of assignments Educational opportunities Promotional opportunities Social relationships Leadership opportunities
--	-----	---	--	---

(3014)3.	Upon retiring from	the Navy, what was	your attitude towa	'd civilian life?
	a. Very reluctantb. Somewhat reluctc. Indifferentd. Somewhat eage. Very eager		ang e	
	lf your retireme ministrative standpo irement was mandate	int, did your reques	was voluntary, t t to retire procee	now quickly, from a ed? (Put "8" if you
	Extremely Quickly	Neither Quickly Nor Slowly	Extremely Slowly	
	1 2 3	4 5	6 7	
(3015) 5.	In retrospect, how of the Navy?	adequately do you fe	el that you prepare	d for your life after
	Extremely Well	So-So	Extremely Poorly	
	1 2 3	4 5	6 7	
6.	Please use the follo	wing scale to answer	the next two item	s.
	Extremely Favorable	Mixed Feelings	Extremely Unfavorable	:
	1 2 3	4 5	6 7	
(3016) a. (3017) b.	What was your attituded what is your attituded.	tude toward the Navy de toward the Navy n	when you retired? ow?	
	INDIVIDUALS WH	O HAVE NOT PL	IRSUED OR NO	THAD THE

INDIVIDUALS WHO HAVE NOT PURSUED, OR NOT HAD THE OPPORTUNITY TO PURSUE, A CIVILIAN JOB SINCE RETIRING FROM THE NAVY SHOULD SKIP TO SECTIONS E AND F. INDIVIDUALS WHO HAVE BEEN INVOLVED IN CIVILIAN JOB-HUNTING SHOULD COMPLETE THE REST OF THE QUESTIONNAIRE, STARTING WITH SECTION D.

D. JOB HUNTING AND CAREER TRANSITION

1. Listed below are a number of factors that can affect the career change process. Do you agree that these factors were (are) present as you decided (decide) which civilian career or job type to pursue? Use the following scale to respond.

Strongly Agree				Neutral		
1	2	3	4	5	6	7

(2358) a. (2359) b.	Free of worry about meeting financial obligations. Spouse and/or family supportive of career change plans $(N/A = 8)$.
(2360) c.	Friends supportive of career change plans.
(2361) d.	Access to others making career changes.
(2362) e.	Confidence in my ability to make a successful career change.
(2363) f.	Confidence in my ability to make the "right" decisions.
(2364) q.	A willingness to take the risks necessary to change careers.
(2365) h.	Control of my life.
(2366) i.	A job market that accepts individuals who are middle age.
(2367) j.	Confidence in my ability to handle the stresses associated with a career change.
(2368) k.	Skills necessary for meeting civilian job requirements.
(2369) i.	Sufficient formal education for a career change.
(2370) m.	Physical health.
(2371) n.	No major personal problems.
· (2372) o.	No major family problems.

2. To what extent have you used the following resources to plan or develop your civilian career?

Great Extent			Modera Extent	te		Little o Extent	r No
	2	3	4	5	6	7	

(2168)	a.	Interest/aptitude tests
(2169)		Books and publications on civilian careers
(2170)	_ c.	Interviews/conversations with people in a particular field to learn more about that field
(2171)	_ d.	Help from professional contacts, fellow workers, friends, and/or family to learn
(2172)	e.	about job openings Want ads

′2173) f.	Placement agencies
(2174) g.	Resumes
(2175) h.	Professional meetings
(2176) i.	Job interviews

3. If you have used some of the resources mentioned in Question 2, over what time period have you used them? (For example, "I started 8 months before I retired from the Navy, and I am still using these resources.")

E. ADJUSTMENT

1. How difficult has it been to adjust to civilian life since you retired from the Navy?

Very			Moderately	Very
Difficult			Enjoyable	Enjoyable
1	2	3	4	5

Answer for each point in time presented below (N/A = 8):

- (3155) a. 6 months after retiring from the Navy.

 3156) b. I year after retiring.
 (3157) c. 1½ years after retiring.
 (3158) d. 2 years after retiring.
 (3159) e. 3 years after retiring.
 (3160) f. 4 years after retiring.
 (3161) g. 5 years after retiring.
 - 2. How satisfied were you in the following areas during your last year in the Navy ("Navy sat"), and how satisfied are you now in these areas ("civilian sat")?

	Extremely Satisfied			Neutra	I	Extremely Dissatisfied			
	1	2	3	4	5	6	7		
		AR	<u>EA</u>					Navy <u>Sat</u>	Civilian <u>Sat</u>
o. b. c. d. e. f. g. h.	Certainty about the purpose and meaning of my life My physical health My relationship with my spouse (N/A = 8) My relationship with my child or children (N/A = 8) Personal relationships and friends My own worth as a person My feeling about how I conducted my life in the past The opportunity to make the world a better place for							(2958) (2959) (2979) (2960) (2961) (2962) (2963)	(2980) (2981) (2879) (2982) (2983) (2984) (2985)
	coming	general	rions			•		(2964)	(2986)

	Extremely Satisfied			Neutral	l		tremely isatisfied		
	ı	2	3	4	5	6	7		
		AR	EA					Navy <u>Sat</u>	Civilian <u>Sat</u>
i. j. k. l. m. n.	The validity of my personal values My physical vigor or stamina							(2965) (2966) (2967) (2968) (2969)	(2987) (2988) (2989) (2990) (2991)
	(i) (ii) (111) (iv)	Interes Values Person Abilitie	ality					(2970) (2971) (2972) (2973)	(2992) (2993) (2994) (2995)
o. p. q. r.	Effecti Ability Ability	to meet	of my le I my fii I my m	my life eisure tim nancial ol edical an	bligation			(2974) (2975) (2976) (2977) (2978)	(2996) (2997) (2998) (2999) (3000)

3. Here are some words which we would like you to use to describe how you feel about your present life. For example, if you think your present life is extremely boring, put an X in the space right next to the word "boring". If you think it is extremely interesting, put an X in the space right next to the word "interesting". If you think it is somewhere in between, put an X where you think it belongs. PUT AN X IN ONE SPACE ON EVERY LINE.

	Extremely	Wite	Somewhor	Both Neither	Samewhat	Wife	Extremely	
	ŧ	2	3	4	5	6	7	•
(3001) BORING (3002) ENJOYABLE (3003) EASY			<u> </u>					INTERESTING MISERABLE HARD
(3004) USELESS								WORTHWHILE

	Extremely	Prince	Somewood	Rom Veine	Soireman	Puire	Extremely.	•
	1	2	3	4	5	6	7	
(3005) FRIENDLY (3006) FULL								LONELY EMPTY
(3007) DISCOURAGING	<u></u>							HOPEFUL
(3008) TIED-DOWN (3009) DISAPPOINTING	<u> </u>							FREE REWARDING
4. How satisfie (3010)	ed are y	ou with	your life	at the pre	sent tim	ne?		

Extremely Satisfied			Neutra	l 		remely satisfied
1	2	3	4	<u> </u>	6	7

F. RETIREMENT SYSTEM

1. Please comment on the Navy's retirement system (it's strongpoints, weakpoints, ways it could be changed, recent improvements; erosion of benefits, etc.).

2. Would you like to receive a summary of the results of this survey?

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